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THE

No. 10.

CIVILIAN

DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

OTTAWA, SEPTEMBER, 1919



GOVERNMENT PRINTING BUREAU BUILDING, OTTAWA

PARTY GOVERNMENT vs THE NEW ERA
CIVIL SERVICE BOARD OF HEARING AND RECOMMENDATION
THE JACOBS BONUS REPORT

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VOL. XII

SEPTEMBER, 1919

No. 10

CONTENTS

| | PAGE |
|---|------|
| 1.—Party Government vs. the New Era, by <i>Fag</i> | 371 |
| 2.—Civil Service Board of Hearing and Recommendation..... | 373 |
| 3.—Wind-up Civil Service Co-operative Store, Ottawa..... | 374 |
| 4.—Dominion Public Works Federation..... | 374 |
| 5.—The Jacobs Bonus Report..... | 375 |
| 6.—Civil Service Federation of Canada..... | 377 |
| 7.—Fed. Association of Letter Carriers (Notice).... | 377 |
| 8.—Editorials..... | 378 |
| 9.—At the Sign of the Wooden Leg, by <i>Silas Wegg</i> .. | 383 |

| | PAGE |
|---|------|
| 10.—Annual Meeting Civil Employees M.D. No. 6, Halifax..... | 384 |
| 11.—Dominion Customs Association..... | 385 |
| 12.—What Our Women Are Doing, by <i>Elian</i> | 386 |
| 13.—Correspondence..... | 389 |
| 14.—Mainly About People..... | 390 |
| 15.—Government Insurance..... | 393 |
| 16.—The Civil Service in the House..... | 398 |
| 17.—Commission Orders and Decisions..... | 402 |
| 18.—One Summer (<i>Poetry</i>)..... | 402 |

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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XII

SEPTEMBER, 1919

No. 10

Party Government vs. the New Era

v.

(By *Fag.*)

SYNOPSIS OF PRECEDING CHAPTERS

This series of articles was begun in the March number and has been continued consecutively excepting that it was omitted in the April and August numbers for unavoidable reasons. The series opened with the affirmation that under party or machine government a few people received a major portion of the benefits and the great body of the people were compelled to carry the burdens. Conditions of living in the British Isles, the United States and Canada were briefly reviewed in order to illustrate a discrimination which was claimed to be as fatal to the permanence of the British races as it has been fatal to the permanence of the Roman, Athenian and other ancient races. The now almost axiomatic assertion was made that representation in Parliament was confined to those few privileged individuals who had succeeded in monopolizing natural and unnatural resources at the expense of the masses of the people, and in the June number a plan was proposed by which all those living by wages or salary (and who are at present practically disfranchised) might co-ordinate their forces and elect members to the House of Commons. A platform (subject to expurgations for the purpose of harmony) was discussed under two headings,—political and economic. In the present number the platform will be continued under the headings,—Educational and Social, and the series will be brought to a conclusion.

In continuing from the July number of the *Civilian*, the platform of our independent labour members of Parliament, the "Educational" is first taken up as follows:—

THE EDUCATIONAL

(1) National Education

Debatable as this subject may be, it will be doubtless admitted as a general proposition that we cannot have a united people in Canada until we enjoy the benefits of a unified school system. At the present time it is possible that the rising generation may be brought up under nine distinctly different systems and ideals. No argument has yet been advanced in support of such a condition, and yet the condition is allowed to exist.

(2) Higher Status for Teachers as Regards Remuneration, etc.

Referring to the salaries paid public school teachers the Minister of Education for Ontario said a few days ago: "You never can get the best results from teachers in low spirits, and such a condition is a result of financial anxieties and a sense of injustice."

The low valuation placed upon the services of teachers in our public schools is in direct contradiction to the value of the service which teachers are capable of rendering to the state.

(3) Compulsory Military and Physical Training.

Physical training offers great opportunities to instructors not only in building up young Canadians physically strong, but, also in the inculcation of the highest sense of honour in the course of play which will become a part of the character of each pupil in after life.

(4) Compulsory Attendance to age of 16

(5) Technical Education

(6) Psychologic Selection of Avocation as far as possible

(7) Reforms in the Curricula of Primary and Secondary Schools in the following respects

- (a) Patriotism.
- (b) Citizenship.
- (c) The sex relationship.

(a) The spirit of patriotism flourishes in the hearts of all Canadians. Yet we have all observed the lack of respect displayed by many, who fail to pay the proper compliment either to our national anthem or flag.

(b) As elections occur, it becomes manifest that the responsibilities of citizenship are not suitably impressed upon the minds of our young people. Citizenship should be taught as a subject and the giving or taking of bribes in an election should be held up as a mortal sin against the state.

(c) A full understanding of the sex relationship is the most vitally important subject in the education of a child. Important as it is, this subject has been neglected in the past. Instead of learning of the sanctity of this relationship from those most competent to give the instruction, parents as a rule in the past have allowed their children to acquire this all important instruction through coarse and vulgar channels. Ignorance and prudery is responsible for the vice and abuse which in so many cases follow. The state should take up in the schools a duty which the home on account of an indefensible prudery has heretofore failed to carry out.

THE SOCIAL

"Why do men take so much trouble to protect animals, grass and trees and remain so oblivious to the value of human life? Why do they hold life so cheap? Why do they characterize laws for conserving the race mere sentimentality?" Such are some of the questions propounded by Mrs. Mary Lilly, a member of the New York State legislature. These ominous questions have been suggested to many thinking men and women as they cogitate upon the concentration of human effort upon material things and the almost utter lack of attention to the sociologic interests of the race. "The Social" plank in our platform follows:—

(1) Emancipation of Labour from the Iron Law of Wages.

Henry George wrote that during the previous hundred years there had been an increase in the rate of production of over 400% due to inventions, etc., but that there had been no improvement whatever in the living conditions of the workers. There exists an unwritten and unauthorized law known as the iron law of wages, the effect of which seems to be to keep the working classes as nearly as possible on the verge of poverty. This is why we find today 65% of the people possessing on an average only \$200 surplus of this world's goods, and a large portion of this 65% living under the poverty line. Charities of all kinds are organized and supported by those who benefit by our economic system. These serve to confuse the issues involved under these conditions. In Montreal they have the Charity Organization Society which has dealt with 18,000 cases of poverty in that city. Of 38 babies examined on one street in Montreal only one was found to be sound; all the rest were under-nourished and unhealthy. If charity could be abolished by law, our economic system in its relation to the social life of our people would cause a revolution which no power could control. Deserving workers must be made independent of charity. There must be no undeserved poverty in this land.

(2) Inspection by the State of Home Conditions.

Reference has already been made to this subject in a previous article

and is re-introduced in order to bring in additional interesting evidence. In the State of Massachusetts a child that is unprovided for is arrested. The parents or guardians may put in a defence, and if they are unsuccessful, the State takes possession of the child until the parents show their ability to make provision. The result of this procedure is to expose inadequate remuneration on the part of the employer or thriftlessness on the part of the parents. In any case the efficiency of the child is saved and the vigour of the race safeguarded.

(3) Reform in the Criminal Code in regard to Procuring

Can any punishment be too severe as applied to the crime of procuring innocent girls for the white slave traffic? The law governing crimes of this nature should be automatic: making the highest penalty the law allows applicable to this crime which is in effect worse than murder.

(4) The Raising of the Age of Consent

(5) Stricter Laws to overcome the Sweat System and to govern the Employment of Women and Children

As this is being written there comes to the writer, information that children 14 to 16 years of age are being paid \$3.50 a week in the great Ottawa Valley.

(6) Severe Punishment for those who Desert their Children before Maturity

A man who can meditate the breach of the domestic engagement, abandoning the woman and helpless offspring, is worse than the birds of prey; for their males remain with their mates until the nestling can take wing. The State should enact the severest penalties against the crime of domestic desertion.

(7) Prison Reform

There is nothing so condemnatory of the old social order than the vulgar fact that we are compelled to maintain prisons to protect ourselves against that proportion of the human family which is given over to evil doing. The object of confinement should be to reform, whereas the evidence seems to indicate that it often has quite the opposite effect

(8) Reform of Marriage Laws

Under our present laws and customs, a man, whose body is rotten with syphilis enters a jeweller's store, for instance, and procures from the state a license to marry—NO QUESTIONS ASKED. He then approaches a beautiful and pure girl (your daughter or mine) and proposes marriage. Under our present social system no attempt whatever is made to discover if the man is clean and so the State allows this unclean animal to contaminate and destroy a beautiful girl and at the same time to sow the seeds of degeneracy and decay in the branch of the human family to which he belongs. Examine the recruiting statistics in any of the countries suffering under this system and note the percentage of rejections among the recruits and the ill effect of our archaic marriage laws and customs will be revealed. This system, under which the human race is reproduced, is in vogue to-day and there is only an occasional voice raised in protest.

Summary and Conclusions

A humble attempt has been made in these articles to present some of the fundamental principles of government and living conditions in some of our democracies as they are administered to-day. The space available in this magazine is not sufficient to permit a thorough presentation of the story of government under the party system. Archaisms, anomalies and injustices exist quite as serious as those which roused John Hampden into rebellion against the Stuarts. The archaisms of to-day are not of course so obvious and they are well shielded and disguised by the carefully advertised slogan of "government by the people, for the people," etc. The same selfish forces which opposed the fight for civil liberty in the reign of Charles the first are in power to-day, representing special privilege and preventing real democratic reform.

The great mass of the people of Canada find themselves unwillingly enslaved to two great party machines; each assuming power in turn and each owning fealty in the main to no person or thing except the "Money Power."

Thus we find under this system, corruption carried to such an extent that bribery at elections instead of being punished, is publicly rewarded. Under our economic system we find

crimes committed by undeserving poverty in order to ward off starvation. The poor devil who steals a side of bacon to prevent starvation is punished by imprisonment, the profiteer who made it necessary for the poor devil to steal is rewarded with a knighthood. In our educational system we find so much lacking that books may be written on the subject. In our social life which reflects the full effect of the laws of the land we find symptoms contributory to the

early decline and fall of the Canadian people. We find charity undertaking to palliate the injustices of political and economic systems; and we find prisons, the greatest accusation of all against our claim to Christianity and civilization.

Great reforms have often been brought about by force. A resort to this method is not here suggested. A means of attaining to the ideals of a true dignity of national life is set

forth in the third article in the June number of the *Civilian*. The method suggested is strictly constitutional and parliamentary. Let us hope that some such plan compatible with law and order will be carried into effect so that we may have individual happiness and efficiency, and so that our British races, instead of sinking into a decline and fall as other nations have done, may become stronger and stronger as the centuries follow each other in the aeons of history.

Civil Service Board of Hearing and Recommendation

Constitution and Procedure—Classification Schedules Dealt With Statement by Commissioner Jameson

IN the August issue of *The Civilian* an account was given of the formation of a Board of Hearing and Recommendation to hear appeals against the classification schedules and of the representation of the Civil Service thereon. The constitution and procedure of the Board was later established and approved of by the representatives of the Civil Service Commission, Committee of Deputy Ministers and Members of the Board, as follows:

Constitution and Procedure

Scope and Powers of the Board.

The Board shall hear appeals against Classification Schedules referred to it by the Civil Service Commission, and shall recommend such changes in, and additions to the Classification Schedule as may be necessary.

Sessions of the Board.

The sessions of the Board shall be public, and shall be subject to the call of the Chairman.

Three members shall constitute a quorum.

The Board will sit in room No. 260, Victoria Museum.

Summoning and Examination of Witnesses.

The Chairman of the Board may summon such witnesses as are necessary in connection with appeals before the Board, (Civil Service Act, 1918, Part 1, Section 4 (4)).

The witnesses appearing before the Board shall give their evidence under oath.

Officers of the Board.

The following shall be the officers of the Board:

A Clerk and Registrar, whose duties shall be: To maintain a record, and have the

custody, of appeals; to read and revise appeals in accordance with the Board's rules of procedure; to certify judgments of the Board; to issue summonses and notices for prosecution of appeals.

A Recording Secretary, whose duties shall be: To make, when directed, verbatim reports of proceedings of the Board; to keep the minutes of proceedings in Committee; to act as secretary to the Members of the Board; to prepare the recommendations of the Board for transmission to the Civil Service Commission.

Rules of Procedure.

The Board shall have full power to establish, amend and maintain rules for the conduct of its proceedings:

(a) The usual rules of evidence shall govern.

(b) Proceedings may be in either of the official languages.

(c) Appeals must be submitted in writing and to the Civil Service Commission through the Deputy Minister, or Deputy Ministers, of the departments in which the class of position appealed against is to be found. An appeal may be instituted by any competent bona fide incumbent of the position within the class in question.

(d) The Chairman of the Board shall fix the dates for the hearings. When more than a single appeal has been filed against a Classification schedule affecting a Service, or class of employees, the parties appealing may appoint from their number, as a witness, one person (or not more than two), to support the written appeal with a brief, oral statement, under oath.

If the parties do not nominate a representative, the Board may, if the circumstances seem to call therefor, designate one of those present for that purpose. Any such oral statement shall be brief and concise, and shall be confined strictly to the points raised in the written appeal on file, and to the classification schedules under consideration.

When the classification schedule or schedules relating to a Service are under consideration, the Board may, from time to time, as seems necessary, request an employee who is a member of such Service to sit with it and join in its deliberations.

Notice will be given to persons who have regularly entered an appeal, of the time when the Board will deal with the service or class affected by the schedule appealed against.

Statement of Commissioner Jameson

The work performed by the Board in the brief time at its disposal is best told in the following statement and review which has been given to *The Civilian* by Mr. Clarence Jameson, Chairman of the Board and the member of the Civil Service Commission, upon whom has fallen the chief burden of the work of re-classification:

"The classification of the entire Public Service of Canada was begun a little over twelve months ago. The magnitude of the task was not at the time fully realized by the Civil Service Commission or by the Service itself, nor was the impossibility of rushing such a work and bringing it down in anything like a perfected condition, in less than from eighteen to twenty-four months, appreciated.

"To meet the urgent solicitations of both the Government and the Service, the Commission, however, had the classification printed and laid before Parliament in June last. Scrutiny of the volume evidenced the haste of its compilation. Its imperfections, though natural in the circumstances,

attracted considerable attention, and the House prorogued without dealing with the classification.

"The Commission then directed its attention to the revision of the schedules, and classes or groups of employees protesting their classification were directed to send their representations to the Commission through the Deputy Ministers of their Departments. Thus, appeals were, so far as possible, adjusted by the Organization Branch of the Commission and the Departments, and where an adjustment could not be reached, were referred to a Board of Hearing and Recommendation, composed of representatives of the Service and a member of the Commission, which had power to hear complaints referred to it by the Commission, and make recommendations to the Commission in relation thereto. In addition to its five continuous members, the Board had a rotating membership under the rules, which enabled it, when the classification schedules relating to a service were under consideration, to request, when necessary, an employee who was a member of such service, to sit with it and join in its deliberations. The Board frequently availed itself of this provision.

"A large number of sessions of the Board were held at which the evidence of many witnesses was taken. About two hundred classification schedules were dealt with and recommendations reported to the Civil Service Commission.

"As the Commission has been requested to reprint the classification for the present session of Parliament, it has been impossible to deal with all the appeals received, though such has been done so far as time permitted.

"Many of the schedules which have been revised by the Board affect the compensation of hundreds, and in some instances of thousands, of individuals and the decisions of the Board were of corresponding importance.

"This plan for the adjustment of compensation in the Public Service is new and has been upon trial. Unlike most experiments, however, it has had one distinct advantage which should not be ignored; the Board has been composed, in the main, of men trained in and thoroughly acquainted with the Service. Its representatives of the Civil Service and the Departments, as well as its rotating membership, whereby large services had special representatives when their schedules were considered, enabled

the Board at all times to bring to its important task an unusual degree of familiarity with the subject.

"It may confidently be said that throughout the entire procedure the relationship between the scales of compensation of the various services in different departments as well as the interest of the Canadian taxpayer were never knowingly disregarded.

"It should be added that the revision just terminated does not mean the end; the volume cannot be regarded as perfect, and those matters which lack of time has rendered it impossible to finally review are yet capable of being considered, if the general principles of the classification are approved.

"In a number of Departments the fitting of the classification to the personnel is already complete except for a few individual cases which yet remain to be finally disposed of. In other Departments the work is only partially completed while in a few a beginning has not yet been made owing to the entire effort of the Organization Branch being required to complete the classification for the early session of parliament. The work of applying the classification will be resumed in a few days."

WIND-UP CIVIL SERVICE CO-OPERATIVE STORE OTTAWA

A meeting to complete the winding up of the above organization was called for Sept. 5 at the office of the Local Master. Owing to the non-appearance of the liquidator the business was not concluded. The facts of interest to those concerned are that the debenture and note holders hold first lien on the assets on an equal basis, and that there will be a probable dividend to those creditors of about 75 per cent. It is expected that a settlement will be effected within the next few weeks. This information has been obtained by *The Civilian* from Mr. Ebbs, attorney for the debenture holders.

IMPORTANT NOTICE

It has been found necessary, owing to the increased cost of printing, paper, etc., and the difficulty in collecting back dues, to have all subscriptions paid in advance. If this is not done the paper will have to be cancelled. Kindly send us your subscription so that you may receive the next issue. Look at your label which tells the month and year to which your subscription is paid.

THE CIVILIAN
COMMITTEE.

DOMINION PUBLIC WORKS FEDERATION

The C. S. Federation officers received a visit from Mr. S. McGarry, Montreal, Secretary of the above named body, early in the month, who desired the latest information as to classification and other matters affecting the interests of his organization. Mr. McGarry reports his organization in fine working order, with branches at the following places: Halifax, St. John, Levis, Montreal, Ottawa, Hamilton, Port Burwell, Toronto, Winnipeg, Calgary, Edmonton, Lethbridge, Victoria.

Mr. McGarry has promised that *The Civilian* will be supplied with a monthly bulletin dealing with the activities of his association.

The Jacobs Bonus Report

Findings of Experts Retained by Civil Service Association—Affords Interesting Comparisons with Government Report

IT will be remembered that the Civil Service Association of Ottawa retained the services of J. L. Jacobs & Company, Chicago, engineers, cost accountants and statisticians, to prepare a report for the Association on the question of a bonus to Civil Servants in Canada. This report was presented to a general meeting of the Association in July and after considerable discussion was unanimously approved.

Following a comprehensive inquiry into prices and cost of living figures, Mr. Jacobs comes to the conclusion that an adequate bonus for the civil servants of Canada should be \$600 to all public employees over 21 years of age receiving salaries from \$1,000 to \$2,800; \$480 to those civil servants receiving over \$2,800; \$300 to those under 21 and over 18 years of age, and \$150 to those under 18, irrespective of salaries.

Appended to Mr. Jacobs' report are charts showing that the cost of living in Canada had increased 125 per cent. The steepest rise, and where the abnormal increases left the normal rise, is from 1915 to the end of last year. The normal increase is reckoned to be 62.5 per cent, while the actual increase has been double that figure. It is also shown that the relative per cent. increase in retail prices of foodstuffs has been greater in Canada than the United States. Figures are based on government statistics.

In the August number of the *Civilian* the full text was given of the report made to the Government by the Organization Branch of the Civil Service Commission and it was stated that in the September issue the Jacobs report would be printed in order that readers might have an opportunity of comparing the two reports. The text of the Jacobs report is accordingly printed herewith.

Text of Report

In accordance with your request, we are submitting herewith preliminary report covering the matter of civil service war bonus provisions and the necessity of establishing de-

finite relationship of such bonus with the changes in cost of living and the decreased purchasing power of the dollar arising out of war conditions.

The investigation on which we have prepared this report and on which the facts and conclusions included hereon are based, has included the following:—

1. Examination of the laws, regulations and reports on the civil service of Canada, with special reference to those provisions dealing with the classification and compensation of the civil servants.

2. Examination of official data and information on changes in the cost of living and relative price changes in Canada since 1900.

3. Examination of the cost of living and relative price changes in the United States, and the relationship of such changes with changes in Canada.

4. Examination of available data on changes in salaries and wages of civil servants and industrial employees in Canada and Great Britain, both in the pre-war years and during the war period.

5. Examination of available data on changes in salaries and wages of employees in governmental and industrial organisations in the United States.

6. Examination of plans developed for the adjustment of salaries and wages due to changes in the cost of living and decreased purchasing power of money, owing to the abnormal conditions resulting from the war.

One of the most important results brought about through classification of the Canadian civil service, undertaken with the constructive support of government, the Civil Service Commission and employees, is the realization on the part of all of the necessity for developing an equitable and uniform basis for the determination and adjustment of compensation for the various classes of positions in the Canadian civil service.

From patriotic motives, while hostilities continued and the result of the war was uncertain, most govern-

mental employees were quite content to continue to give their services without reference to the demands brought about by increased prices. The return to a peace basis with no indication of decreasing cost of living requires the adjustment of rates of remuneration on the basis of increased living costs. It is felt that the government should at all times be a model employer and particularly in this period of labor unrest will show clear leadership in the matter of equitable and just treatment of its employees on the question of compensation and constructive employment relationship.

Such uniform and equitable salaries must be based not only upon the value and importance of duties performed, but also on the purchasing power of the dollar. Under the abnormal conditions of high level of prices, the matter of proper adjustment of salaries to conform to such changes must be taken into account, either in the provision of adequate compensation or by compensation based on normal times and supplemental bonuses, which should cover the abnormally high living costs which have prevailed during the war period and will continue during the period of reconstruction.

We would not attempt at this time to predict whether the higher level of prices now in existence throughout Canada, and in fact in all the civilized countries of the world, is to become a permanently new level on which the goods, services and production are to be figured in the future. It is clear, however, that the high level of prices has been maintained since the signing of the armistice, and as yet there seems to be no tendency for reduction. In fact, during the past three months the prices of food and other items of importance have taken a further trend upward.

Because of the tendency which is noted, it is well that the salaries and wages to be paid for the performance of different classes of service be provided under salaries which are based on normal times, and an additional uniform bonus to cover the abnormally high living costs, the

bonus to be allowed each year, subject of course to readjustments on the basis of material changes in the cost of living and purchasing power of the dollar.

The matter of readjustment of salaries and wages on the basis of changes in the cost of living is now recognized and established as being sound both from the scientific and economic point of view. Such a plan established for the civil service in Canada should prove highly satisfactory, in that the remuneration to the employees will be based upon an equitable and uniform plan, thereby making for an esprit de corps and a satisfied personnel and aiding the government in stabilizing the service and in increasing efficiency.

As a result of the examination of the figures and information above referred to, we submit herewith, briefly, the more important facts, figures and conclusions. The details supporting our figures and conclusions are available and will be submitted as a separate part of this report.

Cost of Living in Canada

1. Statistics of the Department of Labour on changes in the cost of living for the average family show an increase in the price of goods and services from December, 1900, to May, 1919, of approximately 129 per cent.

2. The increase in the cost of living for the period between 1908 and May, 1919—1908 is the year in which the basic salaries of civil service employees were established—is shown in the same statistics to be approximately 87 per cent.

3. The increase in the cost of living for the average family in Canada, between July, 1914, and May, 1919—since the beginning of the war—is shown to be approximately 75 per cent.

4. The normal increase in the cost of living from 1900 to 1914 (the beginning of the war) is shown to be approximately 3.3 per cent each year, or a total of approximately 45 per cent.

5. The Department of Labour has published in the monthly *Labour Gazette* average weekly itemized cost of living for an average family of five since 1900 to the present time. The comparison of the various items in the family budget, which are weighted according to the results of studies made by governmental and other

authorities on family expenditures in Canada and the United States, shows that the cost of the items which were purchaseable in 1900 for approximately \$800 a year and in 1908 at approximately \$985 per year, has increased to the extent that it would take at least \$1,840 to purchase the same items in April, 1919.

6. In a budget recently prepared under the direction of a committee of the Civil Service Association showing the cost in 1913 and 1918 of the same goods and services as could be purchased by an average civil service family in 1908 living on an income of approximately \$1,000, it is shown that the minimum necessary to purchase such goods and services at the end of 1918 was approximately \$1,837.

These figures on the cost of living in Canada are well supported by the results of investigations of cost of living made by other governmental and industrial organizations. This leads clearly to the conclusion that the minimum of comfort budget for a typical family of five requires not less than \$1,800 at the present time. This amount can, of course, be reduced somewhat without injury to the health of the family by reducing the amount spent for food and clothing, by better dietary and greater economy and by wise purchases and use of food and clothing.

Changes in the Cost of Living in other Countries

1. Investigations made in Great Britain show that the cost of living from July 1914, to July, 1918, increased approximately 74 per cent.

2. In the United States various studies on changes in cost of living show increases for the period from December, 1914, to December, 1918, of from 60 to 86 per cent.

3. The United States Bureau of Labor Statistics, published (in the May, 1919, issue of the monthly review) the following figures of the per cent. increases in cost of living in different cities, taking the prices for December, 1914, as a base:—

| | |
|------------------------|-------|
| Baltimore, Md..... | 86.37 |
| Buffalo, N.Y..... | 82.24 |
| Norfolk, Va..... | 80.73 |
| Jacksonville, Fla..... | 79.88 |
| Detroit, Mich..... | 79.80 |
| New York, N.Y..... | 78.79 |
| Philadelphia, Pa..... | 75.02 |
| Houston, Texas..... | 74.61 |
| Chicago, Ill..... | 74.14 |

| | |
|---------------------------|-------|
| Cleveland, Ohio..... | 72.50 |
| Mobile, Ala..... | 72.39 |
| Portland, Me..... | 72.38 |
| Seattle, Wash..... | 70.47 |
| Boston, Mass..... | 70.29 |
| Savannah, Ga..... | 68.63 |
| Portland, Ore..... | 65.50 |
| San Francisco, Calif..... | 58.38 |
| Oakland, Calif..... | 58.38 |
| Los Angeles, Calif..... | 58.88 |

Since December, 1918, further increases of retail prices have been reported for the different sections of the United States.

4. Because of the immediate importance of the cost of living in its bearing on the determination of wage scales, the National Industrial Conference Board (a co-operative body composed of representatives of national industrial associations in the United States) has made several reports on the change in the cost of living since the outbreak of the war in July, 1914, primarily as these changes affect the wage-earning population. In the latest report of this board, issued in May, 1919, there is included the following introductory paragraph:—

"This report on changes in the cost of living since 1914 is the third dealing with that subject issued by the National Industrial Conference Board. In the first it was shown that between the beginning of the war in July, 1914, and June, 1918, the average cost of living of American wage-earners had risen 50 per cent. to 55 per cent.; in the second, the entire war period up to the signing of the armistice in November, 1918, was covered, and the advance was found to have been 65 per cent. to 70 per cent. In the present report, comparable figures are given which show that the average cost of living in March, 1919, was still 60 per cent. to 65 per cent. above the pre-war level, although there had been a decrease of about 3 per cent. since November, 1918."

5. Analysis of statistics of changes in price levels in Canada and in the United States discloses that general conditions in the Dominion parallel quite closely those in the United States. In the report of the United States bureau of labour statistics issued April, 1919, there is a comparison of the increases in retail food prices in different countries over the period from July, 1914, to December, 1918. The figures given therein have been plotted graphically and are shown on the attached chart.

(Continued on page 395)

Civil Service Federation of Canada

Federation News Letter Service

To supplement the work carried on by *The Civilian*, and to provide for a closer and more frequent touch with Civil Service employees, especially outside of Ottawa, the Civil Service Federation has instituted a news letter service. Its aim is not only to keep employees informed as to the progress of legislation in which they are interested as a Federation, but to take a very real and personal interest in the welfare of each Civil Service employee.

The following features will be maintained: 1. Progress of the application of the classification to the personnel. 2. Progress of the revision of the classification. 3. What Parliament is doing. 4. News regarding superannuation. 5. Information regarding bonus regulations. 6. Progress and decisions of the Board of Review. 7. Question Box and personal queries, and other features will be added from time to time.

Of the more than 60,000 Dominion Civil Servants with an immediate personal interest in the reclassification of the Civil Service to be brought down at the Autumn session of Parliament, over 50,000 are located outside of Ottawa. With a view to ensuring a proper appreciation of the proposed measure, the officers of this organization, with the co-operation of the Civil Service Commission, are prepared to answer all questions on this and related matters either directly or through the press. So many of these will be of general interest that, through the courtesy of the publishers, the Federation is conducting a daily column in over fifteen newspapers devoted to questions bearing upon the classification and the fitting of the classification over the personnel.

The news service is being supplied to all local Civil Service Associations, and in order to reach the largest number of Civil Service employees the officers of the Associations have been asked to post the news letters in some conspicuous place upon receipt. Officers have also been asked to supply items of general interest and suggestions to the Question Editor.

Additional Representation of Federation at National Industrial Conference

Following the meeting of the executive of the Civil Service Federation at which Messrs. F. Grierson, President, J. C. O'Connor, 2nd Vice-President and Major MacInnes of the Department of the Interior, Saskatoon, were selected as delegates to the National Industrial Conference, Mr. O'Connor addressed a letter to the Minister of Labour confirming the above selection of delegates and stating that Mr. W. A. MacDonald, Vice-President of the Dominion Letter Carriers' Association, Hamilton, had been selected as an alternate and asking whether as such alternate Mr. MacDonald would be allowed to sit in the Conference on some occasions when other members were not present. To this letter the Minister replied that he felt the representation of the Federation could be increased from three to four delegates in which case it was presumed that Mr. MacDonald who had been named as an alternate would become a regular instead of an alternate delegate. Mr. O'Connor replied to this communication confirming the Minister's view in this regard and thanking him for his kindness in enlarging the Federation's representation at the Conference.

A joint Committee equally representative of employers and workmen under an independent chairman selected by the Minister of Labour will meet a few days in advance of

the Conference to give further consideration to matters connected with the agenda, procedure, the appointment of committees, etc. The recommendations of their Committee will be presented to the Conference on the assembling of the latter and it is expected that through this means the Conference may be enabled to proceed at once with the business for which it has been summoned. Arrangements have been made for a stenographic report of the proceedings which will be printed daily for the use of the Conference. It is proposed that the Prime Minister of Canada shall act as chairman.

A large number of delegates of various bodies representing the industrial and commercial life of the Dominion have signified their intention of being present at the Conference, which, as has been announced in the press, will now be held the week commencing September 15, instead of September 11, as was originally intended.

The secretary of the Conference, Mr. Gerald H. Brown, has issued a printed pamphlet containing the proposed agenda and various memoranda covering a wide range of topics likely to be discussed at the Conference.

Attention is directed to the editorial note in this issue referring to the holding of the convention of the Federation for 1919.

FEDERATED ASSOCIATION OF LETTER CARRIERS NOTICE

The Editors desire to draw the attention of the various branches of the Federated Association of Letter Carriers to a misunderstanding that has arisen regarding a department in *The Civilian* each month dealing with the affairs of the F. A. of L. C. The matter in such cases is always supplied by some one person deputed by the organization concerned for this purpose. The Editors regret that this apparently has not been understood by the officers of the F. A. of L. C. It is hoped in the near future that arrangements may be made for the supply of monthly instalments of news and views from this fine association.

EDITORIAL

Our Anniversary

With the present issue, *The Civilian* commences its second year in its enlarged and improved form and as a monthly instead of a bi-weekly magazine. The anticipations of the editors as to the popularity of the change have been amply realized. "The new *Civilian*" made a hit on its first appearance and has continued to win favour, month by month.

A year ago the editors made extensive plans to develop the literary side of the magazine. Execution of those plans has been unavoidably deferred. The past year has been one of storm and controversy. The battle for re-classification and just bonuses has been of first importance to Civil Servants. *The Civilian* has devoted a very large proportion of its space to information and propaganda along those lines. Such material, it was felt by the editors, was of more interest and importance to readers than any "higher literature," no matter what its merit could be.

The battle for civil service rights is still going on, and *The Civilian* is in the fight to a finish. Within the next twelve months things should clear up, somewhat, and permit of more attention being paid to other matters than classes and bonuses. Then some of those pigeon-holed plans will be brought to light again. Meantime, *The Civilian's* motto remains as before,—"Carry on."

The Prince of Wales

During the past five years the monarchical forms of government in Europe have been the object of attack and in many cases of defeat. Under any form of government there must be some figure to represent the embodiment of authority. It is worthy of note that under British practices and ideals the system of monarchy remains unshaken and this is a pleasing commentary upon the British genius for government.

The triumphant journey of the Prince of Wales through the cities of our Dominion is full of hope for the permanence and stability of the British race. It is also a happy augury for the realization of the hope, reposing in the heart of every true citizen of our country, that the "invisible tie" may continue to bind those two small but mighty islands in the North Sea with the far distant Dominions and do so more effectively than the proverbial hoops of steel.



H. R. H. THE PRINCE OF WALES

Are Civil Servants Civil?

Are Civil Servants civil? The answer is easy: some are and some are not. Civil Servants are pretty much like other people in other occupations, but there is perhaps more reason

why Civil Servants should be civil: the tired hotel clerk is paid by the hotel, the curt ticket seller by the railway, the languid shop-girl by the store, but the Civil Servant is paid by the whole people.

To those who have had experience in correspondence with Departments, the following from the *British Civilian* will recall what sometimes happens in similar circumstances in Canada:

In previous issues we drew attention to the manner in which certain Departments are replying to letters addressed to them. We are aware of the fact that the patience of officials is sorely tried at times—but this is no excuse for brevity which borders on rudeness. A certain well-known official recently showed us replies he had received from two Departments, dealing with the same subject. The one Department's letter breathed open hostility; the letters of the other, whilst making the same points, were courteous throughout. Naturally, this official felt very well disposed towards the latter department.

We must again reiterate that Heads of Departments cannot too strongly urge upon their subordinates how essential it is for them to reply to all letters in a courteous manner—even where the communications are inter-departmental. If the hostility between certain Departments could be traced to its root, it would be found that the manner in which correspondence has been conducted has had a great deal to do with the matter.

Another matter to which it will be as well to direct attention is the habit of sending out bare acknowledgements, and then keeping the writer of the acknowledged letter waiting weeks and months for a reply; and most annoying of all is for the writer to find that many of his points have not been replied to at all.

Some of our Members of Parliament have evidently come into contact with the uncivil Civil Servant. In the debate on the Civil Service Bill in the session of 1918, Mr. Mowat stated that "if there is one thing that is a nuisance in this country, it is the curt, impolite and grudging public servant." Mr. Mowat considered it was the duty of the public servant to be courteous and obliging, and Mr. Cockshutt agreed with him in the following remarks: "A Civil Servant is given a position to serve the public courteously and courtesy should be insisted on in every branch of the service. Most of our Civil Servants treat the public in a courteous manner, but there are some who do not." We believe with Mr. Cockshutt that most of the Service are courteous in their dealings with the public and between themselves. It is to be hoped that the number of those who are not is rapidly diminishing.

Are Whitley Councils Coming?

That there is a possibility of the Whitley principle being applied to the Civil Service of Canada appears from the Report of Transmission which accompanied the Classification of the Service. This report, prepared by the representatives in Ottawa of Arthur Young & Company of Chicago, in a concluding chapter on the establishment of means of co-operation between Civil Service employees and the Government as their employer, in a paragraph headed "Representation of Workers" states:

"The human aspects of employment are the all-important ones and it will, we believe, be appropriate to include a few suggestions regarding one of the most important, and until recently least considered, of these, namely, the desire of the worker to have a voice in the fixing of the conditions under which he works. The world has disregarded the old theory expressed by the time-worn expression 'if the man doesn't like his job let him get another.' The world has said that if a man has demonstrated his peculiar fitness for certain work—if that has become his life

work—he and his fellows have an interest in the terms of that employment that must be recognized."

The report follows with a suggested plan providing for the organization of an Employees' Advisory Council which, while it may not be all that the organized Service might desire, would be, at least, a step in the right direction.

Public "Economy"—In Wages

Although the idea of workers having representation in industry and receiving some share in profits is making headway, the old and in many instances well-established policy of "retrenching" by saving in wages still prevails. That the idea still exists in connection with public administration is illustrated by the action of the American Postmaster General in regard to wages of postal and telephone employees.

The *New Republic*, in an article which does not mince words, takes up the case of the post office employees and denounces Mr. Burleson for attempts to cut down wages in the face of rapidly advancing cost of living necessities. Describing the post office head as a "sweat-shopper" the article says in the course of a review of Mr. Burleson's administration:

"In the early part of the year 1917, for the year ending June 30, 1918 (commonly called the fiscal year 1918), Congress enacted a ten per cent advance for certain groups of employees in the Legislative, Executive and Judicial Appropriation Bill. But the postal-service employees, strictly so called, were not covered by that bill. They are paid out of the regular Post Office Appropriation Bill. In that second bill, in the Post Office bill, there was no percentage advance for post-office clerks and city-delivery letter-carriers and railway mail clerks. It was suggested. But it was excluded. It was excluded by special advice and by special pressure from Mr. Burleson. For the postal-service employees the annual promotions would be quite enough and quite fair, according to the Department.

"But not according to the facts. Thousands of clerks and carriers had already risen to their highest possible regular grades. They had ceased to go up. They were no longer getting any wage-advance whatsoever by promotion. And now, in the fiscal year 1918, because of Mr. Burleson, they got no wage advance whatsoever by percentage. The legislative, executive and judicial employees got it. The postal-service employees, protected by Mr. Burleson, did not get it.

"One year later, in the Post Office Appropriation bill for the fiscal year 1919, the postal-service employees were advanced in some cases \$200 and in some other cases \$100 under an intricate temporary device by which the old promotions were suspended and new temporary higher salary-grades were installed. One more year later, in the Post Office Appropriation bill for the fiscal year 1920, the new grades were retained but the promotions were resumed—another intricate device, the result of which will be that the lower-grade employees will get their old customary annual advance of \$100, and the top-grade employees (and they alone) will get a genuine additional advance of \$100 above routine. This advance was earnestly opposed by the Department.

"In the face of an almost daily rise in the price of commodities the First Assistant Postmaster General told the House Committee on Post Office that salaries of postal-service employees for the fiscal year 1920 should be precisely what they were for the fiscal year 1919.

"Congress over-ruled Mr. Burleson; but, after all, it over-ruled him only slightly; and Mr. Burleson, when he looks back over the long and ardent race between himself and the welfare of his employees, can clearly acclaim himself the winner.

"The basic salaries of the letter-carriers, for instance, were fixed in 1907. In the calendar year 1907 a top-grade letter-carrier got \$1,050. In the calendar year 1918 a top-grade letter-carrier got \$1,300. It was an increase of approximately 24 per cent. But the cost of foods from 1907 to 1918, as demonstrated by the findings of

the government's Bureau of Labor Statistics, increased more than 100 per cent; and the cost of fabrics, as demonstrated by the government's new Industrial Board, has recently increased even more astonishingly than the cost of foods. Mr. Burleson can say that by constant vigilance he has quite succeeded in preventing his employees from coming anywhere near an equalization of their wages and their expenses."

Samuel Gompers whose conduct of labour matters during the war received such admiring recognition in high official quarters both in the United States and this country where no exceptional enthusiasm on behalf of organized labour had hitherto been noted, says that Mr. Burleson "needs only a wider field and a better opportunity to fit him for succession to some of the world's best known but un-lamented ex-dictators."

Mr. Gompers follows with the statement that "the only difficulty in Burleson's way is that the world has reached the decision that it wants no more dictators" and that "only the most re-actionary and brutal employers still endeavour to deal with their employees as individuals. Mr. Gompers points in contrast to the action of secretaries of other departments and to the approval of the President of collective bargaining, as opposed to Mr. Burleson's "archaic and autocratic policy."

And then after Mr. Gompers has thus roughly handled Mr. Burleson comes along Miss Julia S. O'Connor, officer of a telephone operators' union and says that to retain membership on a committee which Mr. Burleson had appointed to investigate wages and working conditions in the telephone and telegraph systems "would amount to a serious betrayal of the rights and interests of my fellow-workers whom you charged me to represent." The Post Office Department is charged with repudiating agreements and with discrimination "that is unparalleled under private control" while low wages are referred to as "disgraceful exploitation that should challenge the concern and attention of all persons interested in American standards of life."

It is doubtful whether men holding positions like that of Mr. Burleson either in American or Canadian government life will find much public applause for any economy they may effect as the result of keeping down salaries or wages. In fact enlightened employers are coming to see that such methods are exceedingly poor economy and have discovered the loyalty of a justly treated working force to be worth more than the saving made by keeping down salaries or wages to the lowest possible point. As the report of the Royal Commission on Industrial Relations has stated, "the worker is looking forward to a changed condition of life and a new status in industry" and these changes are certainly not going to be brought about by public "economy" in the matter of payment for services performed.

EDITORIAL NOTES

It's pretty much the same the world over. In other parliaments than ours the M.P.'s take the customary whack at the C. S., who seems to have a rep. as a

"soldier." In a recent debate in the South African House it was stated that in one Department there were 110 clerks but that the work was actually done by 20 of them. As usual, however, no specific evidence was put in.

A number of enquiries have been received by Federation officials regarding the delay in paying the bonus. There appears to be no doubt but that everyone entitled to the bonus will duly receive it in due course, though the delay is no doubt very inconvenient. The delay seems to be mainly due to the necessity of departmental enquiries in order to comply with the provisions of the Order in Council.

One of the most outstanding incidents in the long history of the Civil Service of Canada is connected with the meeting of the Industrial Conference at Ottawa on September 15. It has always been difficult in the past for the organizations to achieve a status at once dignified and compatible with the prominent place the public service takes in Canada's national life. The Government has invited the Civil Service Federation to send four delegates to this great national conference, and these delegates will have full and free powers to speak and vote on all questions coming before the conference besides introducing any subject of special interest to the Dominion Civil Servants. A great responsibility rests upon all the members attending this meeting. A report of the proceedings will appear in our next number.

At the last convention of the Federation held on March 17th, the amendments to the constitution included a provision that the annual convention should in future be held in the third week in September of each year. A number of contributory causes seem to be combining to make it unlikely that the convention will be held on time this year. The classification is in an unsettled state at this time and, while the Commission is performing herculean deeds, it is impossible to forecast future events. The Industrial Conference meets in the third week in September and important members of the Federation Executive have been delegated to attend this important function. It may also be mentioned as affecting the observance of the convention date this year that the president has been ill from a severe attack of sciatica for several months and has not yet fully recovered. Mr. Burling, first vice-president, is absent in Alberta on official business and Mr. Tulley, Secretary-treasurer, is at Rochester, Minn., undergoing an operation. The other vice-presidents, Mr. J. C. O'Connor, and Mr. T. H. Burns have serious duties in connection with their own large associations; Mr. O'Connor being especially engaged on the Classification Appeal Board. A notice will shortly be sent out to all the organizations on this subject.

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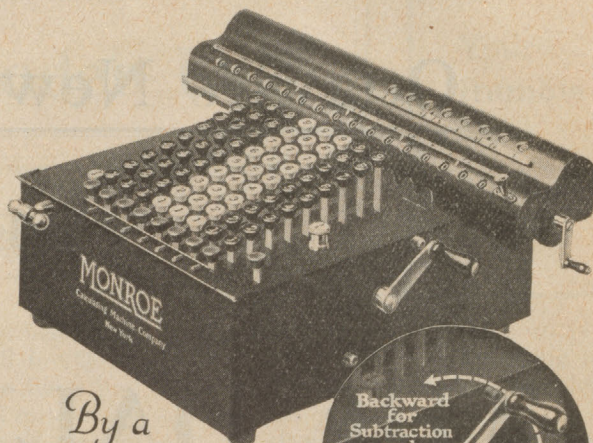
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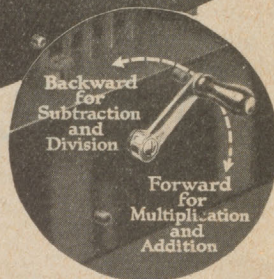
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The Question Box

QUIDNUNC the Clown came to see me the other evening. He has no professional standing but has earned his name from his reprehensible habit of turning every serious concern of life into a jest. He follows Old Time, the Ring-master, around the saw-dust trail, mimicking him as he goes. The acrobats, the jugglers, the equestrian queens themselves, all are parodied and burlesqued by Quidnunc. He holds a twisted mirror up to Nature, and has done this now for so many years that he is not aware that there is a noble aspect about some occasions.

Thus it was that I was not surprised when he began the other evening to discuss the present state of Civil Service affairs as if it were a comedy staged for our amusement, and not, as we of balanced intellects know, a tragedy born of the clouds for our discipline. I am half-ashamed to retail his tawdry talk, but, after all, it may serve some purpose to let you know how Quidnunc regards things. Official announcements emanating from Grand Councils and Committees on Legislation are too apt to "bring the eternal note of sadness in" through their emphasis on this or that harassing feature of the new classification.

"What do you think of the Civil Service Question Box?" he began, and, before I could say what I thought, he opened up a portfolio crammed with papers.

"Here is the last batch of questions received," and he waved a sheaf of documents before me. "And here are the answers," he exclaimed, waving another sheaf. "An answer for each question, and all convertible, like the legs in the old puzzle pictures that could be fitted on any head, it mattered not which. A goose's legs attached to a lion's body, or a donkey's head blending into a goose's wings—what difference did it make? So here are questions, and here are answers."

Just then the telephone bell rang, and it proved to be a call for Quidnunc to come home as the baby had the croup. He marched off mimicking a doctor, a trained nurse, and even an undertaker, but left his questions and answers behind him. I have done my best to fit them together. No doubt I have not given the answers to some questions that Quidnunc really intended for them. Yet he himself said they were convertible—geese's heads on donkeys' bodies—so you will have to make the best of the bargain, Quidnunc having been sent to an orphan's home because the croup proved fatal.

Question: I entered the Civil Service in 1898. I served in the Ashanti War, the Fenian Raid and the Prohibition Campaign of 1904. My middle name is Chew-the-Rag. What salary do I get?

Answer: Information given is rather scanty. A chief rag-chewer is classed as a technical officer with prevailing rates of pay. We refer you to the Rag-Chewers' Union. Your military record will be kept in remembrance when monuments are being erected. If you are only an assistant rag-chewer, your services will be rated as such. Your line of promotion is to Civilian staff.

Question: I have no immediate inferiors, but a large number of inferior superiors. They make my life miserable by refusing to die. What would you prescribe for them?

Answer: Have them loaned to the Organization Branch of the Civil Service Commission. Answering questions like yours will soon finish them. Line of promotion—Purgatory.

Question: What is salary of clerk in charge of a lead pencil sharpening machine?

Answer: If you have supervision of clerks using the machine, and are competent to give instruction to such, you will be ranked as a lance-cor-

poral with promotion open to clerk in charge of filing. After using files on pencils you will be considered able to use pencils on files. This is a bit of drollery on our part given without extra charge. Perhaps you don't appreciate it. The next time you sharpen a pencil you will see the point.

Question: Will the dispute about the equalization of East and West be referred to the League of Nations?

Answer: Thanks for the suggestion.

Question: I am thirty-six years old, although I look only half of that. My hair is golden at present. My father is dead. My husband is not born yet. Do you think I would look well in pale green?

Answer: With the ace, knave of trumps, we always play the deuce. Line of promotion—to potato-peeler in the Department of Marine and Fisheries.

Note by editor: Quidnunc went on the water wagon five years ago. He came off again.

Question: Can I give my bonus cheque to my wife?

Answer: When duty whispers low, "Thou must," the youth replies, "I can." Are you a youth?

Question: I am an M.A. and a Ph.D. My chief thinks that I am a D. Ph. My salary is \$950. How can I get rid of my education?

Answer: A university training does not necessarily debar a man from promotion, but it is better to be a plumber. The latter receives the prevailing rate of wages. You may begin by corrupting your grammar. A course in mispronunciation may help you much. Send a subscription at once to "Success" and other high class magazines. There is very little that one cannot unlearn if the right methods are adopted.

Question: I am a Burroughs Adding Machine. The idiot that bangs my keys every day receives \$1400. What should I get?

Answer: The Civil Service re-organizers are unfortunately not able to overcome some of the prejudices by which men are preferred to machines. Otherwise you would receive about \$3600 under the application of the principle of equal pay for equal work. But much depends on whether you are married or single.

Question: Is there any special rate of pay for a mail clerk? I am a sort of a sorter.

Answer: See answer to preceding question. A female clerk is paid at the same rate. You should be happy at any rate.

Question: If a herring and a half cost a cent and a half, what is the salary of a fisheries inspector on the Pacific coast?

Answer: The organizers do not wish to be drawn into any sectional discussions. Speaking generally, we may say that there is an appropriate scale for each kind of fish.

Question: I was a Presbyterian until my sixth year. I then became a Buddhist on conviction. My bonus amounts to \$3.50 a month. Do you believe there is a God?

Answer: The belief in the existence of a deity is not incompatible with the acceptance of the findings of the Civil Service Commission in regard to bonuses. We recommend you to review the doctrine of Predestination as set forth in your earlier creed. A recognition of the fact that some are born to be damned will induce a spirit of gratitude for any bonus however small.

Question: There are seven members of my family, including the baby.

Does this entitle me to be graded as a head clerk?

Answer: No: as the head cheese.

Question: I have a complete knowledge of astronomy, botany, calisthenics, dancing, etymology and so on through the alphabet. What salary can you allot me?

Answer: Continue the alphabet to the end. Zero.

Question: Will a clerk now engaged in balancing accounts be rated any higher in the salary schedules because he is able to write poetry?

Answer: There is an undoubted value to be attached to the ability of an accounting clerk to compose lyric verse, but he should keep it to himself. *Esprit de corps* should not be endangered by the introduction of any ideas that are apt to cause resentment. We find it difficult to find places for the many poets in the service. They are without doubt born, as the old saying tells us, but also, to complete the reference, they do not fit.

Question: How can a man sixty three years old be ranked as a junior clerk?

Answer: It is a difficult thing to do of course, but the reorganizers are long-suffering and full of mercy.

Question: Why does the scheme of reclassification not provide for efficiency engineers in the Service? They appear to draw better wages than electrical engineers, mechanical engineers or any of the ordinary grades of engineers.

Answer: That, my son, is a mystery into which it is not seemly for rank outsiders like yourself to pry. Suffice it to say that there must always be a distinction drawn between skilled and unskilled labour.

Question: I am a third class clerk

but a first rate fellow. Can you not place me at a higher rating than the Department has set for me?

Answer: As there are a number of first-class clerks who are admittedly only third-class fellows, there is a chance of a transfer being made to your satisfaction.

Question: I do not drink, smoke, or play the ponies. Am I not entitled to a compassionate allowance?

Answer: Virtue is its own reward—and there is no bonus addition.

Question: My uncle was a member of the cabinet. My father was member of Parliament for Wayback. Their influence obtained me an appointment in the Y. Z. Department. They died before I received promotion. For years I have lived with a sense of an awful injustice. Cannot some special provision be made for me?

Answer: We cannot correct the errors of your past. You should have insured your relatives' lives.

Question: Here is a hard case for you. I was appointed to the service just too late to come under the Superannuation Act. I was made a junior-second-class clerk and at the reorganization of 1908 was reduced to the third class. I was appointed to the second class this year, and now am told that my maximum under the new classification will be \$960. Can you not construct some scheme that will place me back to \$600, the salary at which I started?

Answer: It is impossible under the present bonus regulations to place your salary and bonus total any lower than your original salary, but we will endeavour to do something for you in that direction. We hope that you have no scientific attainments.

Question: Is life worth living?

Answer: Yes, if death ends all.

ANNUAL MEETING CIVIL EMPLOYEES M.D. No. 6, HALIFAX

The annual meeting of the Civil Employees Association of M.D. 6 was held on August 22. The meeting was well attended and matters of importance pertaining to present-day problems came up for discussion,

The election of officers for the ensuing year which commences September 1st resulted as follows President (re-elected) H. E. R. Barnes; Vice-President (new) R. O'Neil; Secretary-Treasurer (re-elected) F. A. Lovegrove; Executive: (re-elected) H. Steffin, R. Metlin, R. Blair, R. Harmon and Messrs. Dwyer and O'Callaghan; (new) Mr. Lloyd;

Messrs. Newton and Hillman were re-elected auditors. The auditors' report showed the Association to be in a good financial position and new members are steadily joining. The Association will be represented by Mr. R. V. Hart as delegate and by the president at the Convention of the Civil Service Federation to be held next month in Ottawa.

The
Collector of
Comments

Dominion Customs Association

The
Unofficial
Surveyor

D.C.A. Officers Continue Tour

In the August issue of the *Civilian*, a report was given of the visit to the Maritime Provinces of the officers of the D.C.A. Immediately following the Charlottetown visit, Montreal was the next place of call, and a very interesting meeting was held in the Sailors' Club, at which a very good attendance was recorded and much interest shown in the work of the D.C.A. and the progress in regard to classification. The same night, the party left for the city of Quebec, and were met on arrival by the President, Mr. J. E. Lamb, who with Mr. E. Blondeau acted as host on behalf of the Quebec branch. A fine meeting was held in the Board of Trade Building and a number of new issues discussed. The question of the bonuses as applied to single men, who are principal contributors but not the sole supporters of families, proved to be a live issue in this Port owing to the number involved. The discussion which followed brought forth new light on a number of the matters. This concluded the Quebec tour, with the exception of a brief stay on the homeward journey at Three Rivers, where a short conference was held with a number of the staff.

Then followed the tour of Ontario beginning on August 16. The following branches were visited by President Colvin and Secretary-Treasurer Burns:—Hamilton, Niagara Falls, London, Sarnia, Walkerville, St. Thomas, Windsor and Toronto. The result of the visit to the Ontario branches was only equalled by those of farther east, and an *entente cordiale* has been established cemented by an intelligent understanding of the problems of our service as established by discussions in which the views of all concerned were expressed.

The officers met with encouragement and sympathy and resolutions of continued moral and financial support of the D.C.A. in the work and policies outlined were the rule.

One point stands uppermost in connection with the visits to the various branches. They are of greatest value and benefit to all concerned, and will likely be a part of the officers' duties in the future. Unfortunately it was impossible to give the branches of the west the benefit of a similar tour owing to lack of time, but their turn comes next, and it is hoped the time is not distant when the officers will be in a position to make a visit to at least the principal branches of the western Provinces.

Work of Standing Committee

The standing committee was summoned to Ottawa to present the case of the D.C.A. to the Board of Appeals and Recommendations which was instituted by the Civil Service Commission to deal with suggested amendments to the report on the classification of the Civil Service of Canada.

The members present were: Robert Colvin, President, Hamilton, M. P. McGoldrick, Vice-President, Montreal, T. H. Burns, Secretary-treasurer, Ottawa, Arthur Callow, Toronto, Arthur Lovett, Halifax. Mr. J. B. Shaw, of Regina, was notified to be present, but wired his regrets, expressing at the same time his confidence and approval, on behalf of the western members, of any action taken.

After preparation of the matter for presentation, the Committee attended the meeting of the Board, which was held in the House of Commons on Friday, August 29th, before quite a number of Customs officials of the Inside and Outside branches of the Service. Two witnesses selected by the Committee, presented the case. They were examined under oath, and as before a legal tribunal. After the first witness, Mr. T. H. Burns, was heard,

he was invited to sit on the Board. The next witness was Mr. R. Colvin. The different ranks of the Customs Service whose classification were disputed were also heard, after which the meeting adjourned, and the Board went into private session. The Association's representative remains as a member of the Board until all Customs matters under classification are concluded, when he retires in favor of a member of the next service whose case is being dealt with.

The Standing Committee had immediate supervision over the witnesses, all details of evidence being previously arranged. The other business of the Committee while in Ottawa was regarding the bonus and the salary increases of the year. It was found, to comply with the strict letter of the regulations, there was an enormous amount of work ahead, involving necessary delay in the issuing of the bonus cheques. The Committee did some good work in having the detailed plan considerably modified so that the cheques were issued almost immediately.

Salary increases for the fiscal year, which were held up by a technicality, will be handled after the first rush of the sessional work is over.

Another important matter affecting the Customs service was the number of vacancies awaiting to be filled by the senior qualified officers, who in a number of cases are actually performing the work without the standing rank or salary to which they are entitled. This state of affairs affecting the efficiency of service itself, and calculated to create dissatisfaction and suspicion regarding the application of the merit system, was brought to the attention of the proper authorities, and a strong fight made for immediate promotions where required.

A brief call was made on Hon. A. L. Sifton, Minister of Customs, and a number of important matters were laid before him.

*Equal Pay
for Equal
Work*

What Our Women Are Doing

*In Honour
Preferring
One another*

Civil Service Housing Scheme

The Civil Service Housing Committee deserves much credit, for being able to hand to the Ottawa Housing Commission a list of Civil Servants desirous of entering the Housing Scheme with a view to becoming owners of their own homes. The infinite amount of detail work involved in the transaction can hardly be appreciated by any one not on the Committee but at least those who have directly benefited by it will long continue to remember what they owe to this disinterested committee.

At one meeting the writer was permitted to attend it surprised as well as gratified her to note how many women were there determined to own their homes.

It was such an answer to the calumnies of spending all her salary on her clothes and so forth which are so frequently flung at the women in the service. Out of one hundred and ninety applications received by the Ottawa Housing Commission one hundred and forty came from Civil Servants. This was for the Lindenlea property alone. The Reid property is likely to result in the same ratio.

Passing Events

From Lucerne comes the word that women delegates to the International Socialist Conference in session there in August have decided to call an international strike of working women in the event of future declarations of war and general mobilization. In the new charter which the Socialists are framing they will no longer advise class war, but will substitute the "liberation of humanity." The party of the Left urged extremist measures, which, they said, would be readjusted to new world conditions and would be followed by genuine democracy, but the Rights advised the attain-

ment of their objects by a gradual peaceful process.

At the Liberal Convention held in Ottawa in the week of August 4th, many women delegates were present, and they brought in one resolution which became the health plank in the Liberal platform. The motion was introduced by Miss Isabel Armstrong, a newspaper woman who reports for the "London Advertiser" and was seconded by Mrs. Petrie, of Hamilton. Both speakers acquitted themselves creditably.

The first woman candidate to enter the lists of the Provincial elections is Miss Ida Webster, a Toronto newspaper woman. Miss Webster believes that it would be of decided advantage to the country if the Labor Party should become a strongly established institution. She thinks that the present system of handling pensions and gratuities entirely unfair to the returned men. Not having as yet aligned herself with any party, Miss Webster maintains that her views are unhampered by any party prejudices, and when the time is ripe she will express them and take her stand with whatsoever party she is in sympathy.

Mrs. A. H. Davis, O.B.E., of Vancouver, has just returned home from a remarkable war service in England lasting throughout the duration of the war. She was responsible for the organization of the women's land army which so greatly helped to solve the food question when it was at its worst. She also took over the reorganization and supervision of the National Projectile factory at Sheffield at a time when the weekly output of shells was only 5,000, while the government standard required 30,000. Within seven weeks she brought the output up to 40,000 although her workers numbered 1000 less than when she took over the

supervision. "If anyone can be said to have won the war I think the credit should go to the women," is Mrs. Davis' comment on the work of women during the war.

A Pamphlet Worth While

The Woman's Department of the Canadian Reconstruction Association at Toronto in charge of Miss Marjorie MacMurchy has just issued a pamphlet on women's employments, entitled "What shall I do now? How to work for Canada in Peace." Copies of this may be secured by writing Miss MacMurchy at the Royal Bank Building, Toronto, and the many women and girls who are anxiously inquiring as to what they should do now that the war is over, would do well to possess themselves of it. While short the pamphlet is replete with information and suggestions, many of which might prove valuable to women in the Civil Service.

Salary increases for Chicago municipal employes amounting to an estimated \$3,400,000 were recently passed by the Chicago City Council. The action was taken in a fourteen-hour session, which became extremely stormy at times and in which the clock was stopped to keep the action within the legal limit of June 30. The appropriations were passed after practically all the city offices had been closed by a strike of the clerks and after Capt. Daniel McCahill, representing the firemen, had presented to the mayor, in open session of the council, the tentative resignations of more than 1,600 members of the fire department to take effect within five days after the council had failed to grant the members of the fire department an increase of \$500 per year per man. The increases were dated back to January 1.



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G. J. DESBARATS, Deputy Minister of the Naval Service.

Unauthorized Publication of this advertisement will not be paid.
Ottawa, February 3, 1919.

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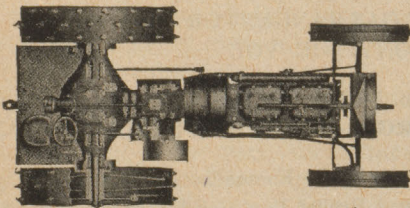
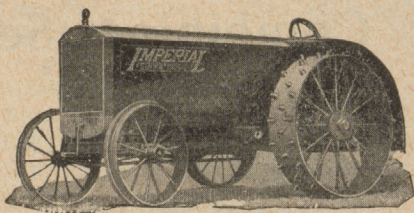
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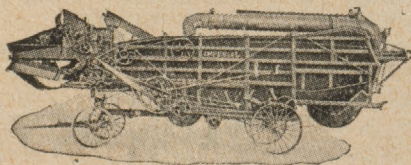
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CORRESPONDENCE

Re-classification Salaries

Editor *The Civilian*:—

There appears to have been existent much surprise by the Civil Service Commission, and by their fifty dollars a-day experts, at the hostile reception by Civil Servants, of their "Report", in connection with their proposed re-classification of the Civil Service, and which to my mind, could not have been received in any other spirit, because the scale of salaries are far below the normal cost of living conditions; and as we depend upon money to buy everything, even love and happiness—for when poverty enters the door, love and happiness fly out of the window, (and poverty has been entering the doors of a good many Civil Servants during the last four years), it is only natural that such feeling should have been shown. In fact in the normal year of 1913-1914, the clerical branch of the Civil Service was seething with discontent, because the salaries paid were not sufficient to meet the increasing high cost of living. It is also common knowledge that Sir Robert Borden invited over Sir George Murray (British expert), to report on the Civil Service, who recommended that the salaries be increased fifty per cent (50%), and the annual increases be raised from \$50.00 to \$100.00. This report was later endorsed by Dr. LaRochelle of the Civil Service Commission.

A clerk in 3A. receiving \$1,200.00 per year, would be eligible to go to \$1,800.00. Kindly remember these were normal times.

When I came to Canada from England in 1907, I found that common labourers and mechanics were being paid at least 50 per cent more than were being paid to similar classes of labour in the Old Country, (London, England). Locomotive engineers and firemen, etc., received anything from 300 per cent more than in the Old Country. In 1908 Professor Adam Shortt was called upon to draft the Civil Service Bill of 1908, but knowing nothing—according to his own words—about Civil Service matters, appears to have drafted it on the basis of the Civil Service Act of Great Britain; which resulted in a gross injustice being

done to the Civil Servants of Canada, as the scale of salaries submitted and approved were the same as paid in England. In fact, they amounted to less, because the Canadian Government deducts 5% of salary received for the "Retirement Fund," whereas in England they have a straight pension scheme, and no deductions.

In view of the fact that I lived in England for thirty years, and should know, and do know what I am writing about, my experience is that in normal times, it costs quite 50% more to live in Canada than it does in London, England.

I therefore feel certain from what I can gather from the opinion of various Civil Servants, that not until the scale of salaries for the normal cost of living has been increased fifty per cent (50%), will the re-classification report find favour in the eyes of us Civil Servants.

That being done, and the bonus added thereto, clerks with families to support might be able to live in decency and comfort.

The rest of the Report appears highly scientific and theoretic. Practical application will prove its worth. —A. H. M. (Ottawa).

P.S.—It is to be hoped that in the revision of the re-classification, a little more practical "Common Sense" will be introduced, and a little less theory and science.

Income of Married Men

Editor *The Civilian*:—Referring to your special editorial note, page 303, the July *Civilian*. It seems to me that not enough consideration has been given to the married man with a dependent family. For instance take a married man with 3 children. If these are fairly up in years, \$200 each is not too much to allow; which would reduce a \$2000 salary to \$1400. Insurance and all other fixed expenses are likely to be in the same ratio. It is much more difficult to adjust a family to a new scale than it is a married couple. My observations incline me to believe that it is easier these days for a single man to buy an automobile than it is for a family man to get a suit of clothes. —O. H. T. (London, Ont.)

Seniority in the Railway Mail Service

Editor *The Civilian*:—I saw it recently stated that, answering the Civil Service Federation, the P.O. Department ruled that a railway mail clerk whose temporary and legal service combined was of greater length than that of a clerk who received immediate appointment, was senior to the latter. As a temporary employe is not a full Civil Service employe, not having been appointed by the terms of the Act of Parliament, that date of official appointment should alone qualify for seniority. Again, there are two classes of railway mail clerks: those who have passed the qualifying examination, and those who have passed the preliminary examination. Surely the clerk who has the highest qualification is always, regardless of service, senior to the clerk who has passed the minor examination? It seems to me that temporary employes are not *de facto* civil servants at all, not being legally appointed; so how can they become senior through temporary service to an employe who has been legally appointed? It is not clear to me. In discussing this matter, I am not, of course, commenting upon the usual probationary period—only the period of temporary employment. If clerks have been only temporary employes for several years, having, through inability or carelessness, failed to pass either of the Civil Service Examinations, it seems to me that they should not be considered the seniors of clerks who have fulfilled the law in every respect. As I view the matter, temporary employment should not confer any rights upon a temporary employe, but the temporary employe should consider himself favoured in having been continued in the service of the country until (after years in some cases) he qualified by either the low or high-grade exams. If this is intended to be a permanent ruling, I would venture to ask the Civil Service Federation to bring the matter up for discussion, with the object of asking the P. O. Department to restore seniority to the legally appointed clerks in all cases, particularly to those who passed the higher examination. It may be that reclassification may adjust this matter equitably—I sincerely hope so.

R.M.C. (Bridgeburg, Ont.)

Newsy
Personal
Notes

MAINLY ABOUT PEOPLE

What we
all are
doing

OBITUARY

CAIRNS—On August 13, William Cairns, aged seventy-one years, a member of the staff of the House of Commons for forty years.

BROWNE—On August 5, Richard M. Browne, father of Miss D. C. Browne, of the Department of Militia and Defence.

DUGGAN—On August 16, Henry Duggan, aged eighty-six years, brother of Capt. Duggan, of the Department of Customs.

CHILTON—In Montreal on August 16, Violet Harmon, widow of the late Arthur Lloyd Chilton, who died of wounds, in France, August 12, 1918.

NOTHNAGEL—At the Central Experimental Farm, on August 16, Caroline, wife of B. Nothnagel.

BROADFOOT—At Guelph, on August 24, Samuel Broadfoot, accountant, Department of Inland Revenue, aged sixty-six years.

LATE CHAS. H. HUNTER

The Public Works Department has lost through death one of its most esteemed members, Mr. Charles H. Hunter. For the last 13 years the late Mr. Hunter was real estate purchasing agent for the Department of Public Works, and put through many big deal for the department included in which is the site of the new Hunter building, O'Connor street. Previous to entering the service of the government he was inspector for the Toronto General Trust Company at Toronto many years.

The late Mr. Hunter was 62 years of age and was born in Kincardine, Ont. His wife predeceased him seven years ago. He is survived by four daughters, Mrs. Gilbert Doane, and the Misses Gladys, Marjorie and Nancy Hunter, and two sons, Fred and Hamilton, both recently returned from overseas.

NINE KILLED ON DUTY

Nine employees were killed and seven injured when the Dominion government grain elevator at Port Colborne,—the finest establishment of its kind in America,—was wrecked by a dust explosion on August 9. The accumulation of a considerable quantity of grain dust and the origin of the spark necessary to its ignition are unexplained. The men engaged in the upper portion of the great steel and concrete structure are all dead. The accident causes a great restriction of canal-borne grain traffic to the sea, as the elevator, which cost \$3,000,000 will take a year to rebuild.

The office staff of the elevator were away to lunch and so escaped destruction. The casualty list is as follows:

Alfred Leslie, killed, aged 32 years, leaves wife and two children.

Lorenzo Dunham, aged 65 years, leaves wife and nine children.

Joseph Hanham, killed, aged 40 years, leaves wife and son.

Clarence Hart, died of injuries.

Elijah W. Mitchener, killed, aged 36 years, leaves wife and four children.

William Cook, killed, aged 38 years, leaves wife and two daughters.

Charles Ashton, died of injuries, aged 42 years, leaves wife and one child.

Sidmont Dunlop, killed, aged 22 years, unmarried. Served four years in the 13th Battalion, C.E.F., was twice wounded and won the Military Medal in the Amiens offensive exactly a year before he lost his life.

Alexander Beck, killed, aged 45 years, leaves wife and family.

The following were more or less injured: H. Armstrong, S. Mouck, Ellery Neff, George Aitkin, R. Blackhall, B. S. Harvie and William Rambo.

In addition to the Government employees, the mate of a steam barge, which was loading at the elevator, was killed and seven other members of her personnel were injured.

PERSONAL

T. H. Parker, of the Dominion Observatory, lately captain 5th Engineers, C. E. F., was married at Niagara-on-the-Lake on August 5 to Mary Roberta, daughter of W. R. Austin.

Gertrude Louise Lightfoot, lately of the Department of Immigration, was married on August 15 to James H. Sturgeon, of Chicago Heights, Ill.

The coming marriage of Miss Bessie Guitess, of the Money Order Branch, Post Office Department, was the *raison d'être* of a happy little affair in the office on August 21, when the staff entertained in honour of the bride to be and presented her with a handsome souvenir in cut glass.

Brig.-Gen. C. V. Odlum has resigned from the position of Collector of Customs at Vancouver, a post to which he was appointed during his absence overseas, and which he never actively filled. Brig.-Gen. Odlum took this action, he wrote the Government, because of his conviction that the appointment should be given to some veteran incapacitated in the field and because he wishes to be free to perform duties toward those who served with him at the front.

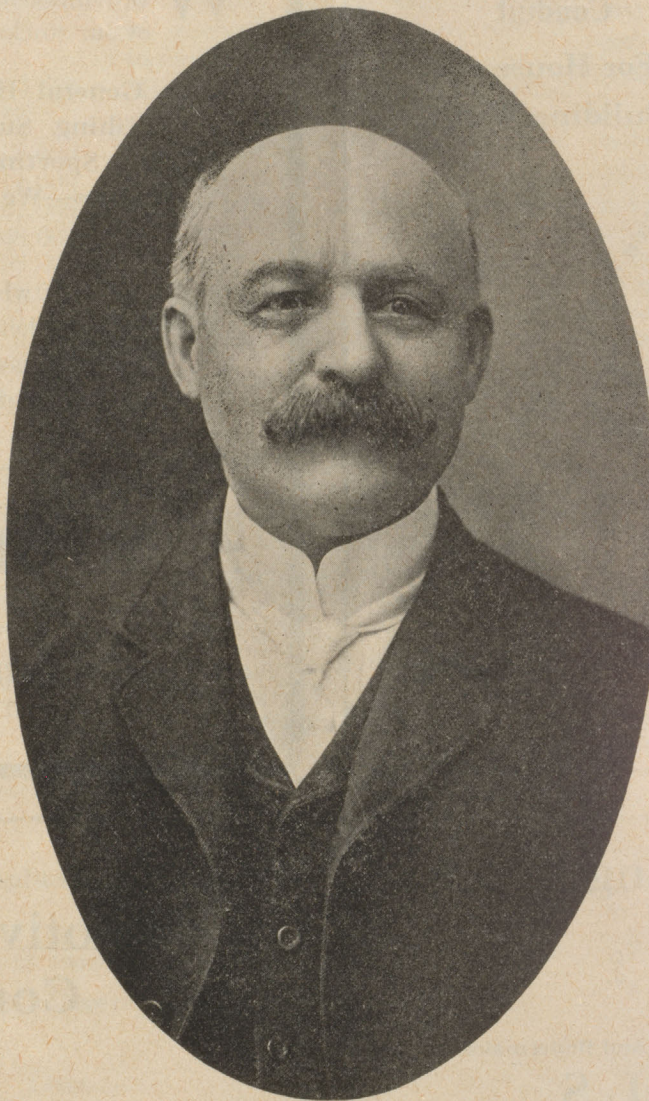
THIRD BROTHER DEAD

A sad fatality has pursued the Côté family, so well-known in civil service circles, during the past eighteen months. On August 16, the death of Frank Alexandre Côté, at Campbell's Bay, Que., removed the third brother within that short period. P. M. Côté, I.S.O., and J. A. Côté predeceased him, and there now remains but one of the original quartette of brothers and Government officials,—N. O. Côté, I.S.O., Controller of Dominion Land Patents.

F. A. Côté, now deceased, was a prominent electrical engineer and had been connected with the Government establishment at Sorel and with the Patent Office. He is survived by his widow, three daughters and a son.

Late Dr. J. A. SMITH, Collector of Customs

Dr. J. A. Smith, Collector of Customs, Windsor, Ontario, who died on July 25th, deserves a lasting place in the grateful remembrance of every Civil Servant. Dr. Smith was the leading representative of the Outside Customs Service in that small knot of delegates who met in 1908, amid a good deal of doubt and hesitation, to form the Civil Service Federation. The convention, it may be remembered, was called by the Ottawa Civil Service Association, which had had a committee at work on plans for considerably over a year. When the committee first endeavoured to locate the Outside Service organizations, many of which at that time were not even known to each other, a hearty response came at once from Dr. Smith, then head of the Customs organization for Ontario. At the convention itself, it was Dr. Smith's enthusiasm and personality which made the meeting a success from the moment it opened. Indication of what his presence meant is found in the fact



Late Dr. J. A. SMITH.

that the convention unanimously chose him as the first president of the Federation. He continued in that office for five years, during which the Federation surmounted all the tribulations and trials that await such ventures in their initial stages, and when he retired it was from an organization that had not only proved its usefulness but had won for itself a permanent and leading place in Civil Service institutions. In his home town he was well-known for his philanthropic work; the establishment of a sanitarium for tubercular patients at Union-on-the-Lake was largely a result of his untiring zeal. In the Customs Department he occupied one of the most important of outside positions, and he was as popular with his official heads as he was among his immediate associates and the hosts of his outside friends. Though he had stepped down from office in the Federation, he was as energetic as ever as a delegate to its conventions, and he will be long missed by those with whom he was so actively associated in the work for better Civil Service conditions.

Statutory Salaries

When Congress decides that public interest requires a certain public service to be performed, it appropriates a certain sum of money with which to do it.

The important thing, from the point of view of Congress as representing the people, is to get the job done, and to get it done in the most expeditious and economical way. The discovery of the most expeditious and economical way is a scientific process, and should properly be left to an expert executive agency. But in-

stead of this, the appropriation bill will go on and define not only the object to be accomplished, but the precise manner of its accomplishment, even to the employment of *m* clerks at \$900, *n* stenographers at \$1,100, and miscellaneous "experts," messengers and charwomen at salaries ranging between \$2,500 and \$250 a year.

The inclusion of these minute directions as to the spending of the money appropriated of course makes any scientific management of the project almost futile. Instead of a thousand employees at average salaries of \$1,000, it might be found,

for instance, that the work could be done better with two hundred employees at average salaries of \$2,000, and the saving would be \$600,000 a year, or sixty per cent. Under the present "statutory roll" system, however, no manager, however skilled he may be, is permitted to effect this saving.

The statutory roll is a survival from spoil days, when the purpose was to create as many jobs as possible with a given amount of money, and not to produce a maximum of service. Modern administration demands that it be dispensed with.
—Good Government.

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Government Insurance

Furnished by the Department of Insurance.

Civil Service Insurance issued by months this year is as follows:—

| | |
|---------------|-----------|
| January..... | \$ 83,000 |
| February..... | 214,000 |
| March..... | 197,000 |
| April..... | 166,000 |
| May..... | 95,000 |
| June..... | 115,000 |
| July..... | 91,000 |

These figures, particularly those for February, March and April, may indicate the educative value of the influenza epidemic. On the other hand it may merely show the advertising value of *the Civilian*, for during those three months this column was used forth is purpose.

Whatever the explanation, the issue of the earlier months of the year is not being maintained. This fact should concern every civil servant.

Do you intend *some time* to insure—but “later on?”

“Later on” may be too late.

Nearly every month applications

are rejected merely because they are received “later on” instead of “to-day.”

Disease unfortunately is always active. Organic deterioration may be progressing while you are considering.

Is it fair to your dependants to take the chance?

In many of the cases rejected, the applicant is first made aware of the defect on submitting to the medical examination. Do you want to have this experience? Your chance of having it is increased with every day's delay.

No matter how much insurance you may already have elsewhere, your dependents will appreciate a Civil Service Insurance policy.

A car fare a day will give \$2,000 insurance at age 18; \$1,500 at age 27; \$1,000 at age 38.

For civil servants dependent wholly on their salaries, insurance is the ideal investment. Why should they neglect their own insurance scheme?

Use the coupon below TO-DAY.

Application Form

To the Superintendent of Insurance,

Insurance Department, Ottawa.

Date.....

Dear Sir:

Please send to my address, as below, an application form for insurance under the Civil Service Insurance Act, and all necessary information relating thereto.

I contribute to Superannuation Fund No. 1.

I contribute to Superannuation Fund No. 2.

I contribute to Retirement Fund.

Name.....

House Address.....

Departmental Address.....

Note—Draw a line through the funds to which you are not a contributor. If you do not contribute to any of the above funds, but are nevertheless employed permanently, you will state so.

Millennial?

Out of the recent meeting of the National Civil Service Reform League may come a reconstruction of the Federal Civil Service Commission into a civil service employment department.

... A staff of experts would be maintained in the bureau of employment administration whose duties would be not only to see that persons of proper equipment were employed, but that they were so placed as to give the government the best results from their abilities and give themselves an opportunity to apply initiative in their work. The purely mechanical service now given by classified employees would thus become extinct. The experts would come into direct contact with the employee and would exert a stimulating influence. The deadly routine of government work would be eliminated where their individual efforts would count for advancement into lines of congenial occupation—lines which, because of their adaptation to them, would give greatest returns to the government. The standardization board recently appointed by Congress, which is now sitting in Washington, is working on this line. It is seeking to find some plan for more just and effective selection, placement and promotion. It will not only try to get satisfactory service, but to give the government satisfied employees.—*Buffalo Express*.

That the Kaiser would not have dared declare war if the United States and Great Britain had been at one with their allies in the matter of weights and measures, is the interesting assertion made by President F. O. Wells of the Greenfield, Mass., Tap Die, Machine Tool Co., in support of the campaign for worldwide adoption of metric units. He says the Germans counted upon the confusion which did actually occur.

This is borne out by Major Fiorello La Guardia, formerly in command of American fliers on the Italian front, now Congressman from New York. Major La Guardia has issued a statement that the greatest single cause of delay, confusion and expense was the fact that in specifications and orders the Americans and British used the old, complicated weights and measures, while all others used metric units.

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JACOB'S BONUS REPORT

(Continued from page 376)

This shows clearly that prices in Canada, while approximating with those in the United States, have been increasing somewhat faster. Exactly comparable figures on cost of living in the two countries are not available, but such official data as does exist goes to show clearly that there is a close relationship between the changes in the cost of living in Canada and in the United States.

Changes in Salaries and Wages in Canada

1. While the cost of living has been increasing at a fairly constant rate during normal times, the more rapidly on account of the war conditions, there has been no corresponding steady change in the salaries and wages of employes, though in a number of cases, particularly in industrial and commercial organizations, salaries and wages have kept pace with such increased cost of living.

2. In the report of the Board of Inquiry of Canada into the cost of living in Canada, the index numbers of rates of wages for the pre-war period from 1900 to 1913, show that the wages of different occupations for that period, from over 1,000 returns, increased approximately 43 per cent. It is interesting to note that the average increases for these particular occupations during the normal pre-war period followed closely the normal increase in the cost of living above indicated.

3. In this report, there is shown that the average increase in salaries for a number of municipal employes in Canada for the thirteen years preceding the war, was approximately 42 per cent.

4. In a tabulation prepared by the Department of Labour on comparative wages paid for the year 1914 and the year 1918, the average increase in wages for these occupations is shown to be approximately 55 per cent for the four year war period.

5. In another statement recently prepared by the Department of Labour, it is shown that the wages of motormen and conductors, engaged in electric railways in different Canadian cities, have been advanced from 40 to 100 per cent. since the beginning of the war. Since the compilation of these figures, addi-

tional increases have been granted to these employes.

Civil Service War Bonus in Great Britain

By an award of the conciliation and arbitration board for the government employes of Great Britain, increases in the remuneration by way of a war bonus, were made effective April 1st, 1919.

The details of the award with reference to the increases dependent on abnormal conditions are as follows:—

MEN AND BOYS

(a) To those of 21 years of age upwards.

(1) If their ordinary rate of remuneration, as herein defined, does not exceed 50s. a week—24s. a week plus the equivalent of 20 per cent. of their ordinary remuneration.

(2) If their ordinary rate of remuneration exceeds £156, 10s. a year (60s. a week) £60 a year plus the equivalent of 20 per cent. of their ordinary remuneration; so, however, that the total rate of bonus shall in no case be less than that payable to a man whose ordinary rate of remuneration is 60s. a week and shall in no case be more than £300 a year.

(b) To those under 21 years of age, but not under 18 years of age—17s. a week plus the equivalent of 20 per cent. of their ordinary remuneration.

(c) To those under 18 years of age—11s. 6d. a week, plus, in the case of those of 16 years of age or over, the equivalent of 20 per cent. of their ordinary remuneration.

WOMEN AND GIRLS—

(d) To those of 18 years and upwards—15s. a week to those on weekly wages and £40 a year to those on annual salaries, plus the equivalent in each case of 20 per cent. of their ordinary remuneration; so, however, that the total rate of bonus shall in no case be more than £200 a year.

(e) To those under 18 years of age—11s. 6d. a week, plus, in the case of those of 16 years of age or over, the equivalent of

20 per cent. of their ordinary remuneration.

Changes in Salaries and Wages in the United States

1. Comparison of the retail food prices and estimates of increases in cost of living in the United States with estimates in Canada indicate that retail prices had risen somewhat faster in Canada than in the United States, and while it is not possible to measure precisely the standard of living and changes in the cost of the various items making up the family budget, it is clear that there is quite a close relationship on these matters in the United States and Canada. It is therefore of interest to note some important steps which have been taken in the United States to meet the rise in prices of goods and services and the decline in the purchasing power of the dollar.

2. In January, 1918, the Director-General of Railroads appointed a commission to "make a general investigation of the compensation of persons in the railroad service, the relationship of railway wages to wages in other industries, the conditions respecting wages in different parts of the country, the special emergency respecting wages which exists at this time, owing to war conditions and high cost of living, as well as the relation between different classes of railroad labour." Based upon the extensive studies of costs of living, the Railway Wage Commission submitted a report which was made the basis of general order No. 27 of the United States Railroad Administration, raising wages throughout the railway service, in decreasing percentages from 43 per cent. for all employes receiving salaries up to \$250 per month. Subsequent orders and amendments issued from time to time have increased the wages since the original order of May 25th, 1918.

3. In the last annual report of the United States Steel Corporation, one of the largest industries in the United States, there is reported the increases in wages given to employes in the steel industry. In 1914 the average earnings of employes in the U. S. Steel Corporation was \$905 per year. At the end of 1918 the average earnings of the employe was \$1,685. This increase of 86 per cent. is considerably more than the increase in the cost of living in the United States for the peri-

od. Wages were raised three times during the year 1918—in April, August and October, so that for the last month of the year the average earning of employes were at the rate of \$1,950—an increase of approximately 115 per cent. as compared with 1914.

4. All civilian employes of the governments of the United States and the District of Columbia, who receive a total of compensation at the rate of \$2,500 per annum or less have been granted additional compensation during the past two years of \$360.00 and the employes receiving a total of annual compensation at a rate of more than \$2,500 and less than \$2,740 are allowed such additional compensation as will make their total annual rate \$2,740,—provided that no employes will receive additional compensation at a rate which is more than 60 per cent. of the rate of the total annual compensation received by such employes.

5. Milk drivers of Chicago, under an agreement in 1916, received an increase of \$2.00 per week, making a total rate of \$19.00 per week and commission amounting to about \$5.00 per week. They were advanced during the war to \$26.00 per week and commission and in an agreement recently signed their salary was raised to \$35.00 per week and the same commissions.

6. After exhaustive investigations, the Shipbuilding Labour Adjustment Board of the Emergency Fleet Corporation declared in its decision of October 1st, 1918, that the wages of the ship-yard workers would be advanced on the basis of increased living costs. Wage advances were therefore awarded by the board to compensate the workers for the deficiency in family income so that the pre-existing standards of living might be maintained.

7. One of the most scientific studies made along these lines was conducted under the auspices of the Bankers' Trust Company of New York at the close of the calendar year, 1917. The practical object sought was to determine what percentage of increase in annual salary should be made to the employes of this institution in order that they might maintain the same standards of living to which they were accustomed prior to the year 1916. Extensive studies were made of retail and wholesale prices, and after price advances had been ascertained they

were weighted according to the relative importance of the articles as shown by an examination of results of budgetary investigations.

For the purposes of the committee, it was assumed that the increase in living cost began to show alarming proportions in July, 1916, and the greatest compensation was apportioned those who had been in the service of the company prior to that date, the amounts being proportionately reduced for lesser terms of employment. The percentages for those employed prior to July 1, 1916, are given here:—

| Annual Salary Basis. | Percentage Increases. |
|----------------------|-----------------------|
| \$ 500—\$ 599 | 48.4 |
| 600— 699 | 48.8 |
| 700— 799 | 49.2 |
| 800— 899 | 49.7 |
| 900— 999 | 50.2 |
| 1,000— 1,099 | 50.9 |
| 1,100— 1,199 | 50.9 |
| 1,200— 1,299 | 52.0 |
| 1,300— 1,399 | 51.8 |
| 1,400— 1,399 | 51.5 |
| 1,500— 1,599 | 51.2 |
| 1,600— 1,699 | 51.0 |
| 1,700— 1,799 | 50.8 |
| 1,800— 1,499 | 50.6 |
| 1,900— 1,999 | 50.3 |
| 2,000— 2,099 | 49.3 |
| 2,100— 2,199 | 48.3 |
| 2,200— 2,299 | 48.3 |
| 2,300— 2,399 | 47.5 |
| 2,400— 2,499 | 47.6 |

(1) 2,500 and up.

(1) A fixed sum of \$575.

8. The plan which is being adopted by many organizations to fix wages on the basis of increased cost of living is described in the article on the "Index Number Wage" by Theodore H. Price ("Outlook" of April 30th, 1919) as follows:—

"Already the index number wage has been adopted in several American industrial establishments. Those that I happen to have heard definitely of are: The Oneida Community, of Oneida, New York; the Kelly-Howe, Thompson Company (hardware) of Duluth, Minnesota; the George Worthington Company (hardware) of Cleveland, Ohio; the Printz Biederman Company (clothing) also of Cleveland; the Index Visible (inc.) of New Haven, Connecticut; the Mishawaka Woollen Mfg. Company of Mishawaka, Indiana, and the Union Bleaching and Finishing Company of Greenville, South Carolina.

The details of the plans followed in each case differ slightly, but generally they take as a base the wages paid on a certain date upon which it is assumed that earnings and the cost of living bore an equitable relation to each other."

Changes in Compensation of Civil Servants in Canada

The basic salaries paid to civil service employes of the Canadian Government are at the present time, generally speaking, based upon the provisions of the Civil Service Act of 1908. At that time, the average salaries paid to civil servants in both the inside and outside service averaged about \$925.00 per year. Under the classification of 1908, certain employes have been advanced on the basis of seniority and meritorious service, or have been promoted to higher grades, so that the average salary, outside of special living allowances and recent war bonuses, has been increased for the employes in the inside service and for two of outside services to approximately \$1,125 per year. Were the basic salaries of all employes of the outside service taken into account, this average would be reduced considerably, and a large proportion of the employes both in the inside and outside service are actually receiving basic salaries at the present time of \$1,100 or less. Thus, the average per cent increase over the basic salaries for the Canadian civil service employes since 1908 has amounted to approximately 18 per cent. This per cent. increase covers only about half of the normal increase in the cost of living since 1908, and does not cover any of the increases due to the abnormal conditions arising out of the war.

Realizing the urgency of adjusting the wages of the civil servants to meet the abnormal increases in cost of living, provision was made by parliamentary appropriation and orders-in-council during each of the last three years for varying amounts of war bonuses for different groups of the civil servants. For the fiscal year April, 1917, to April, 1918, most of the employes in both the outside and inside service were allowed a special war bonus of \$100. For the fiscal year 1918-1919, the employes of the outside postal service, east of the Great Lakes, were allowed a bonus of \$350.00, while the employes west of the Great Lakes

were allowed a bonus of \$300.00, in addition to the \$180.00 which is a living allowance made to the western employes for some period back. Compared with the \$480.00 allowance given to the post office employes west of the Great Lakes and \$350.00 war bonus given to employees in the outside postal service, east of the Great Lakes, the employees in the inside service, were granted a war bonus last year of from \$250.00 to \$150.00. In all cases, however, the additional allowances were not paid in excess, of the proportion which, together with any salary they received, constituted a salary of \$1,880.

In all cases these extra war bonuses have been established through arbitrary fixation, based largely upon requests made by separate groups, with little or no relation to the value of service or increases in the cost of living. With a view of obtaining equalization in remuneration, both normal and bonus, irrespective of the departmental or geographical location of the position, the government has indicated that the re-classification will wipe out all existing schedules and will provide new uniform schedules of salaries, having regard to the character of the service rendered.

The attitude of the government with reference to salaries and special allowances to meet the abnormally high cost of living at the present time, and the equalization of salaries between the east and west, was covered quite completely by Hon. N. W. Rowell early in April of this year, when information was furnished by him on these matters, as a result of representations of employes of the Dominion Postal Clerks' Association.

The principal paragraphs of the report made and acted upon by the Governor in Council at that time, which are of particular interest in this connection, are included in a communication of the Hon. N. W. Rowell of the above date and are as follows:

"1. That the re-classification of the service which is now being made by the Civil Service Commission involves not only a change in classification but of salaries which should be paid, having regard to the character of the service rendered. The new classification when put into effect, will apply to the current fiscal

year commencing the 1st of April, 1919.

"2. We understand that this re-classification will wipe out the differential as between east and west. The basis of the re-classification is to be of character of the service rendered by the men in the service, irrespective of the section of the country in which it is rendered.

"3. The Civil Service Commission in recommending the re-classification may, as has been suggested, recommend salaries applicable to normal conditions. If they do so, the government has requested them to report on the additional amount which should be paid to all classes of the service to meet the abnormally high cost of living at the present time, so that the report from the Civil Service Commission will cover the total remuneration which the government will apply to each member of the service during the current fiscal year."

Statistics of the Department of Labour (1910-1916) of the cost of a family budget of staple foods in terms of the average prices in sixty cities of the various provinces of Canada show that the variations from the general average cost for all provinces are not appreciable when figured over a number of years, except in the case of Prince Edward Island where prices have been constantly lower than the average in the other provinces, and in the case of British Columbia where the costs are shown to be slightly higher than the average in all provinces.

With such slight variations, it seems that national and uniform scales of wages and bonuses in so far as the civil servants of Canada are concerned would be in the interest of uniformity in the government service and employes.

Conclusions

As a result of the examination of all the facts and figures on the changes in cost of living and the salaries paid to the civil servants in Canada, it is our conclusion that the matter of allowing the war bonus to take care of the abnormal living costs should be based on the following:

1. The average increase in the cost of living in Canada from 1908 to May, 1919, is approximately 87 per cent. Deducting from this, ap-

proximately 27 per cent., which should fully cover the average increases over the basic wages in 1908 for the civil servants who have received automatic advances and promotions, as well as sufficient allowance to cover possible reductions in cost of living, due to economies forced by necessity or otherwise, there still remains an aggregate average increase in the cost of living over 1908, of approximately 60 per cent.

2. With the slight variations of average prices in the different provinces, as shown by statistics of the Department of Labour, it is our conclusion that it would be in the interest of the Dominion, the government and the service were national and uniform scales of wages and war bonuses provided in so far as the civil servants of Canada are concerned.

3. It is our conclusion that deductions as above from the total living costs are liberal, and the uniform bonus allowance based upon the minimum salary which it is necessary for an average family to have to live in health and reasonable comfort, should be provided for the fiscal year 1919-20.

4. For purposes of uniformity and just treatment of all the civil servants, it is our conclusion that the war bonus for the year beginning April 1st, 1919, should be based upon the increased cost of 60 per cent., which when applied to the minimum of comfort budget in 1908 of \$985.00 gives an amount of approximately \$590.00.

5. The increase in cost of living has been based upon the increased prices of principal budget items necessary for an average family to live in health and reasonable comfort (after deducting over 30 per cent. of the increase to cover increases in basic salary and economies forced by necessity and otherwise). The determination of the amount of war bonus on this basis is sound and proper as the minimum of assurance that government should give to civil servants against the increased cost of living.

6. In suggesting a uniform war bonus, we are not unmindful of the fact, and what is regularly admitted, that as the income goes up the cost of living also increases. It is our conclusion, however, that in carrying through bonuses for the large groups of employes, it will be satisfactory and equitable to use con-

servative and uniform figures for the groups of employes receiving annual compensation of \$2,800 or less, and for the groups receiving over \$2,800 per annum, though these figures represent decreasing percentages of the compensation paid to higher grade employes.

7. It is our conclusion that a war bonus for the fiscal year 1919-1920, for all employes over 21 years of age, who receive a total of compensation at the rate of \$2,800 per annum, or less, additional compensation at the rate of \$600 per annum shall be provided, and that for all such employes who receive more than \$2,800 per annum, additional compensation at the rate of \$480 per annum be provided, provided that for these employes under 21 years of age and over 18 years of age, additional compensation of \$300 shall be provided, and for those em-

ployes under 18 years additional compensation of \$150 shall be provided.

8. With a view of promoting stability in the service, by ensuring re-adjustment in the salaries and special bonuses at periodic intervals, it is our conclusion that re-adjustment in the salaries and special bonuses to correspond with general and material changes in the cost of living should be made annually.

9. Information and statistics as to changes in the cost of living should be compiled regularly by the Department of Labour, or by such other agency of the government as may be maintained to make statistical investigations and returns on the cost of living conditions. This agency, which will regularly collect data on changes in the cost of living, would be in a position not only

of furnishing to the government the basis for re-adjustment of salaries and special bonus of the civil servants, but would regularly furnish information of material changes in the cost of living to other industrial and governmental bodies.

10. With a view of relieving both the government due to unsettlement and losses resulting from constant re-adjustment and changes, and also the civil servants of the burden which long due increases of cost of living would impose upon them, it is our conclusion that re-adjustment of salaries and bonus should be made annually, and only when the change in the cost of living, as reported by the agency of the government above referred to, is material, and not less than 10 per cent. of the cost of living figure used at the preceding re-adjustment.

The Civil Service in the House

Debates Since Easter Vacation—Postal Matters and Classification Chief Subjects Discussed

In the May issue the *Civilian* published an article on the Civil Service in the House of Commons which brought proceedings up to the Easter vacation. The present article continues the account from that time.

When the House resumed its sittings on April 16, Mr. M. Steele (South Perth) introduced a resolution calling for a special committee to enquire into and report as to how the Inside Civil Service staffs in the various departments could be reduced and re-arranged to secure greater efficiency. There was some debate upon the motion, but as a committee was later appointed and brought in a report, this subject has been reserved for another article.

Apart from the Steele resolution the first mention of the Civil Service since the Easter vacation came up upon a discussion of the estimates

of the Department of Railways and Canals. The Minister explained that, with the exception of certain amounts for the Deputy and Assistant Deputy, increases had been dealt with by the Civil Service Commission. Dr. Clark wanted to know the ground upon which the additional \$1000 was being given to Deputy Ministers "at this particular time" and whether there was a comparable increase to other members of the Service. Dr. Reid's reply was that the members of the Service as a whole had received an advance during the past year, that they had received a bonus and that there were the usual statutory increases each year; the salaries of the Deputy Ministers, however, had not been increased for many years, and they had been affected by the cost of living like other people. Dr. Clark agreed with this and left the subject of deputy ministers for the more necessitous one of the high cost of living.

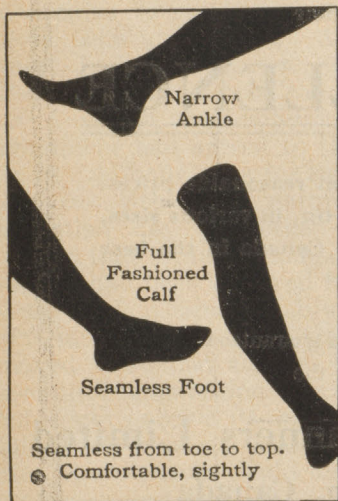
Postal Employees

On April 28, Hon. Mr. Rowell referred to a statement he had made before the Easter recess in regard to postal employees (noted in the May issue of the *Civilian*) at which time he had held that negotiations were proceeding satisfactorily and that he believed on the whole satisfactory conclusions had been reached. The Western employees had presented some 48 distinct requests to the Post Office Department which they desired to have considered. Most of these being routine matters had been dealt with by the Department. There had been, however, certain important questions of policy raised by Western postal employees, somewhat similar in character to those raised by the Eastern employees, and others that differed. The first demand was for equalization of payments as between East and West. The Eastern employees had asked that the difference be removed as there was approximately no difference in the cost of living. The Government's answer was that the matter would be dealt with in the classification being made

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by the Civil Service Commission. Another request had been that the provisional allowance which had been made to men who received \$1800 or under should be extended to all Post Office employees. The Government had replied that this also would be dealt with by re-classification. A further request had been that they be granted overtime for work done after regular hours of service. The Government had agreed to this request and had decided to pay overtime at the rate of time and a half. A fourth request had been for a Saturday half-holiday all the year 'round or at least a weekly half-holiday. The Government had agreed to the principle of a 44-hour week for the postal employees either on Saturday or some other day. Another request had been that as men who had served Overseas had been removed from the necessity of passing qualifying examinations, that barrier should be removed as against all who had not passed that examination. The Government could not see its way clear to grant that request; under classification this obstacle would disappear. Another request was that temporary employees should receive annual increases in the same manner as permanent employees or be appointed to the permanent staff. The Government had not seen its way clear to do this, but it was stated that in the classification, so far as vacancies permitted, temporary employees would be taken into permanent service. It had been asked further that provision should be made for the necessary machinery for dealing with and adjusting disputes and grievances in the Service with the suggestion that the co-operative principle outlined in the Whitley report should be adopted. The text of Mr. Rowell's remarks in this regard will bear repeating:

"In answer the Government pointed out that employees in the public service stand in an entirely different position from that of workers in industrial establishments, where the employer is personally and directly affected by the rate of wages paid. The Government has no such interest, its sole object being to deal fairly by the employees in its service, and by the public which it represents. Secondly, it was pointed out that there already exists in the Civil Service Commission an impartial tribunal which is recommending salary schedules and dealing with promotions as provided in the Civil Service Act. Thirdly, one of the members of the Government, Hon. Mr. Maclean, has at the request of the Civil Service organizations, been asked to hear and deal with all questions affecting the Civil Service as a whole, or a particular branch of the service. The employees now have the opportunity of going to him directly in connection with any matter affecting the service. It was further

pointed out that in any case the commission appointed to investigate the question of industrial relations was only now commencing its work, and until it had reported no further action can be taken."

There were two other matters which Mr. Rowell stated had caused a good deal of discussion. One was the claim that all acknowledged cases of injustice through the evils of patronage should be rectified and that time and monetary loss sustained should be granted to all employees so affected. The view of the Government had been that it could not undertake to review the acts of prior administrations in this connection. Another request was for a minimum salary and for a certain scale of allowances. The Government's answer had been that these and other matters would be dealt with in the classification.

Printing Bureau

On the same day, Mr. J. H. Sinclair, in discussing the question of public ownership in connection with the proposed taking over of the Canadian Northern Railway system, referred to the administration of the Government Printing Bureau which "has been so badly managed that the Government appointed a Royal Commission to investigate it." Mr. Burrell pointed out in reply that the state of things complained of had existed ever since the institution of the Bureau and that he had taken steps to place the matter in the hands of the Civil Service Commission who had appointed a commission to investigate matters there. Here the discussion stopped, no one apparently wanting to dig too deeply into Printing Bureau affairs, probably from the fact, as Mr. Burrell had pointed out, that conditions had obtained "during the régime of successive governments."

Wages of Mail Carriers

On May 5 in discussing the estimates of the Post Office Department, referring to mail service, the Leader of the Opposition brought up the question of inadequacy of pay to the rural mail carriers and Mr. Sutherland asked the Hon. Mr. Rowell if some figures could not be given in regard to wages paid to rural mail carriers as compared with the wages paid to carriers and postmen in the cities and towns. Mr. Rowell did not see how it was possible to make such a comparison—conditions were so entirely different. He could not

say what should be a fair increase in the remuneration being paid to rural mail carriers, but thought it was a matter for the expert advisers of the Post Office Department. Mr. Mackie stated the House had been told by the Acting Minister last year that he considered 15 per cent a very fair increase. He thought existing contracts should be cancelled and new tenders called for. Mr. Hocken seized the opportunity to hark back to the case where examination papers had been stolen by a post office employee. He wanted to know if the increase being voted to the Assistant Deputy was in recognition of services he had rendered in connection with the theft of these examination papers. Dr. Beland pointed out that the officer referred to (Col. Verret) had a splendid war record, but Mr. Hocken was not interested in that—he wanted to explain Col. Verret's part in the Robert case. The House later got back to the question of letter carriers' pay when Mr. Wilson referred to the strike which occurred last summer owing to delay in allocating the bonus. He wanted to know if it had been renewed and if conditions were satisfactory to the men—he did not want another strike this year. Mr. Rowell stated that all the bonuses referred to continued to March 31 of the present year, that the Government had a supplementary estimate before the House continuing the bonus for three months more and that before July 1 the Government expected classification of the Civil Service would be brought down and that there would then be submitted to the House a new salary schedule and a new system of bonuses which would take the place of the old salary and the old bonus entirely. In reply to a question of Mr. Sutherland, Mr. Rowell stated that the minimum salary of a letter carrier, apart from the bonus, was \$2 and the maximum \$3 per day, with an increase of 25 cents a day per annum. In addition there was a series of bonuses and allowances totalling \$350, to be added. The maximum salary in all would be \$1289. Mr. Edwards used this figure to make a comparison with what was being paid to postmasters and Mr. Boyce also made comparisons between the salaries of city post office officials and rural mail carriers. He thought the Government should be generous to the people in the country.

(To be continued.)

Commission Orders and Decisions

The following lists of appointments, promotions, transfers and successful candidates for the months of June and July have been furnished by the Civil Service Commission:

Appointments

Agriculture.—Miss Ivy M. Spicer, Div. 2C; Wilbert Spearman, veterinary inspector.

Civil Service Commission.—Miss J. J. M. Siddall, Div. 2B.

Commission of Conservation.—Wm. M. Robertson, forest assistant.

Customs.—The following were appointed preventive officers at the ports indicated: Alexander Anderson (R.S.) St. John, N.B.; Ernest Archibald, (R.S.), Halifax, N.S.; H. Blackford (Tiverton) Digby, N.S.; W. G. Bruce (R.S.), Charlottetown, P.E.I.; Alphonse Cauchon, Lake Megantic, Que.; J. J. Forest (R.S.) Coaticook, Que.; A. D. Gillis, Sydney, N.S.; A. V. Gravelle (R.S.), Athelstan, Que.; Robert Hall (Sheet Harbour) Halifax, N.S.; J. J. Harlon (R.S.) (Grand Falls) Woodstock, N.B.; John Hare, (R.S.) Halifax, N.S.; H. A. Hebert (R.S.)

Abercorn, Que.; J. W. Hutchings (R.S.) Athelstan, Que.; P. E. Jensen (R.S.) Abercorn, Que.; J. J. Jones (R.S.) (St. Croix) McAdam Junction, N.B.; O. J. Lawson, (R.S.) St. John, N.B.; L. J. Killorn (R.S.) St. John, N.B.; A. A. MacInnis (West Bay) Port Hawkesbury, N.S.; H. W. McNeil, North Sydney, N.S.; G. L. Miller (Freeport) Digby, N.S.; C. M. Oney (R.S.) Athelstan, Que.; C. A. Pincombe (R.S.) (Connors) Woodstock, N.B.; R. W. Price (R.S.) (Estcourt) Woodstock, N.B.; J. D. P. Reid, Pictou, N.S.; H. H. Sullivan, St. Stephen, N.B.; H. M. Sweeney (R.S.) Bathurst, N.B.; D. T. Thompson (R.S.) St. John, N.B.; William Wallace, Coaticook, Que.; Elisha Wentzel (Riverport) Lunenburg, N.S.; F. W. Winslow (R.S.) St. John, N.B.; F. E. Alton (R.S.) Fort Frances, Ont.; Robert Barrowman (R.S.) Montreal, Que.; T. E. Batchelor (R.S.) Fort William, Ont.; K. E. Baxter (R.S.) Chatham, Ont.; Joseph Belisle (R.S.) (Lacolle) St. John's, Que.; Helidore Boudreau (Bradore Bay) Quebec, Que.; George Breed (R.S.) (Preston) Galt, Ont.; R. J. Burke Hamilton, Ont.; Colin Clarke, Kingston,

Ont.; J. M. Daly (R.S.) Montreal, Que.; A. E. Doherty (R.S.) Kingston, Ont.; P. G. Etherington, Fort William, Ont.; J. A. Gagnon (R.S.) Three Rivers, Que.; C. A. Gorham (R.S.) (Rainy River) Fort Frances, Ont.; W. E. Grant (R.S.) (Lacolle) St. John's, Que.; John Hardy (R.S.) Brantford, Ont.; A. H. Heap (R.S.) (Lacolle) St. John's, Que.; C. H. Hughes (R.S.) Hamilton, Ont.; Thos. Humphreys (R.S.) Hamilton, Ont.; Arthur Jones (R.S.) (Lacolle) St. John's, Que.; J. E. Kelly, Hamilton, Ont.; J. F. Kennedy (R.S.) Chatham, Ont.; James Kenny (R.S.) Montreal, Que.; Julius Klepper, (R.S.) Kitchener, Ont.; J. A. Larue (R.S.) Quebec, Que.; Arch. McCallum, Quebec, Que.; C. J. Morrice (R.S.) Chatham, Ont.; C. A. Muir, (R.S.) Bridgeburg, Ont.; J. A. Panneton, Shawinigan Falls, Que.; Fred Ramsden (R.S.) Bridgeburg, Ont.; J. E. Robitaille (R.S.) Quebec, Que.; David Sinclair (R.S.) (Lacolle) St. John's, Que.; E. W. Stewardson (R.S.) Fort William, Ont.; William Thomson (R.S.) Montreal, Que.; W. W. Wallace (R.S.) Bridgeburg, Ont.; T. J. Adair, Winnipeg, Man.; M. W. Ashworth (R.S.) Moose Jaw, Sask.; C. A. Creery, Winnipeg, Man.; John Hutton, Winnipeg, Man.; T. V. Meara, (R. S.) Winnipeg, Man.; E. O. May (R.S.) (Sprague) Winnipeg, Man.; J. W. Vaughan (R.S.) Winnipeg, Man.; P. A. Abrahamson, Welland, Ont.; Rowlan Addison (R.S.) Toronto, Ont.; E. J. Barrett (R.S.) Toronto, Ont.; G. A. Begy, St. Catharines, Ont.; James Bentley (R.S.) Sarnia, Ont.; J. R. Blamey (R.S.) Sault Ste. Marie, Ont.; C. M. Brown (R.S.) Toronto, Ont.; John Bushby, Emerson, Man.; C. R. Catherwood (R.S.) (Port Colborne) St. Catharines, Ont.; Miss M. DeCoursey, London, Ont.; Albert Farmer (R.S.) Toronto, Ont.; Jerrard Fulcher (R.S.) St. Thomas, Ont.; Stacey Hammond (R.S.) Windsor, Ont.; Daniel Hand (R.S.) Windsor, Ont.; H. E. Harper (R.S.) Toronto; P. E. Harvey (R.S.) Toronto; J. B. Hastings (R. S.) Toronto; G. C. Haynes (R.S.) St. Thomas, Ont.; A. C. Hazell (R.S.) Windsor, Ont.; C. W. Hobbs (R.S.) Welland, Ont.; H. G. Horne (R.S.) St. Catharines, Ont.; C. H. Irwin, Woodstock, Ont.; W. H. James (R.S.) Toronto; G. W. King (R.S.) Port Arthur, Ont.; J. E. Lea (R.S.) Sarnia, Ont.; B. M. Lillie (R.S.) Wallaceburg, Ont.; Nicholas McDonald (R.S.) (Key Harbour) Parry Sound, Ont.; Daniel McLeod (Aurora and Newmarket) Toronto; H. C. McVean (R.S.) Windsor, Ont.; O. F. Masonville (R.S.) Windsor, Ont.; A. T. O. Marks (R.S.) Parry Sound, Ont.; F. M. Mathie, Brandon, Man.; Ernest Perry (R.S.) Toronto; Walter Richardson (R.S.) Toronto; Robert Scott (R.S.) Windsor, Ont.; Harry Shields (R.S.) Toronto; L. H. Smith (R.S.) Windsor, Ont.; Stanley Snelling (R.S.) Windsor, Ont.; P. G. S. Webb, Peterborough, Ont.; Thomas Weston (R.S.) Sarnia, Ont.; W. W. Wilson, Welland, Ont.; J. H. Wood (R.S.) Ottawa; W. E. Wright (Perth) Ottawa; George Allen (R.S.) Vancouver, B.C.; A. J. Annandale (R.S.) New Westminster; W. D. Armstrong, Revelstoke, B.C.; W. J. Bartlett, (R.S.) Vancouver; J. V. Beldam (R.S.) New Westminster; W. J. Conway (R.S.) Vancouver; A. C. Cunningham (R.S.) Nanaimo B.C.; Samuel Davis (R.S.) Nanaimo; James Doig, Vancouver; C. S. Ferriss (R.S.) Vancouver; J. J. K. Frost (R.S.) Prince Rupert, B.C.; Fred Gardiner (R.S.) Vancouver; West Gilland (R.S.) Vancouver; James Hanafin, Vancouver; Wm. Heryet (R.S.) Vancouver; W. B. Kerr (R.S.) Prince Rupert; Thomas Kirby (R.S.) (Huntingdon) Abbotsford, B.C.; C. M. McIntosh (R.S.)

TO A. H.

"ONE SUMMER"

Dear, have you forgotten a lone little bay,
In the rushes and reeds of the river,
Where you gave me the gold of an hour that day,—
And how grateful I was to the giver?
For me, the sun shone as it never had shone;
And in tremulous, palpitant gushes
Of gladness, a little gray singer sang on
From her throne in the reeds and the rushes.

I named it—that little, lone lily-pad pool—
After you, and we called it Hope Harbor;
For the depths of your eyes blessed the calm and the cool
Of that sunlit, song-echoing arbor.
The white sails of cloud drifting over the blue
Were reflected beneath and around us,
As though—so I dreamed—in discovering you,
Both above and below Heaven bound us.

* * *

I pilgrimaged into that place yesterday,
But more bitterness only to borrow;
For hopeless and dark was the face of the bay,
As though dumbly reflecting my sorrow.
And dark were the clouds of the storm coming fast,
With its thunder and ominous hushes;
And only the wind to my heart, beating fast,
Sang a dirge in the reeds and the rushes.

G.

Vancouver; Alex. McRae, Vancouver; Geo. Nesbitt, Vancouver; M.C. Potts (R.S.) (Alert Bay) Vancouver; T. B. Ross (R.S.) Vancouver; John Stephenson (R.S.) Vancouver; G. F. Thompson (R.S.) Vancouver; Frank Warwick (R.S.) Fernie, B.C.; G. A. Wood (R.S.) Vancouver; Irwin Wright (R.S.) Vancouver; W. M. Young (R.S.) (Hewgate) Fernie, B.C.; P. E. A. Bell (R.S.) Regina, Sask.; H. W. Betts, Dawson, Y.T.; H. J. S. Brown (R.S.) (Yorkton) Regina, Sask.; John Chorley (R.S.) Edmonton; E. P. Elgee (R.S.) (Wainwright) Edmonton; L. R. Everett, Victoria, B.C.; T. Fairhurst (R.S.) Winnipeg; A. H. Finlaison, Dawson, Y.T.; Alex. Forrest, Dawson, Y.T.; John Horn (R.S.) Regina; Hubert Horsemann (R.S.) Moose Jaw; W. N. Howell, Saskatoon; G. Humphrey (R.S.) Winnipeg; W. R. Jones (R.S.) Winnipeg; R. W. Lombard (R.S.) (Powell River) Vancouver; J. R. Luxton (R.S.) Regina; Alex. McCallum (R.S.) Victoria, B.C.; C. E. McDonald, Charlottetown, P.E.I.; Duncan McIntosh (R.S.) (West Poplar River) Moose Jaw; D. McLean (R.S.) Hamilton, Ont.; A. W. Marshall, Welland, Ont.; J. W. Moody (R.S.) Chatham, Ont.; D. Paton (R.S.) Winnipeg; Miss M. A. Postletwhiate, Calgary; J. W. Sharpe (R.S.) (Thorold) St. Catharines, Ont.; J. A. Summers (R.S.) Calgary; Philip Taylor (R.S.) Calgary; C. W. Underhill, Saskatoon; F. Vernon (R.S.) Saskatoon; Chas. Westley (R.S.) Lethbridge, Alta.; N. R. A. Brown (R.S.); Miss E. A. D'Ornelas; R. F. Coffin, Edgar Dayboll (R.S.); W. B. Fraser (R.S.); C. R. Good (R.S.); E. H. B. Harrison, A. G. Heughan (R.S.); P. B. Hogg (R.S.); J. A. V. Hooper (R.S.); J. A. Hutton; R. H. Jessiman (R.S.); R. H. Kimball (R.S.); E. N. Kirouac (R.S.); A. C. Lacouvee, G. E. McBride (R.S.); A. F. McEachern (R.S.); Miss Eva Marjerrison; E. A. Markell (R.S.); C. C. Mason (R.S.); W. E. Munson (R.S.); C. A. O'Reilly (R.S.); Boswell Oxtaby (R.S.); A. G. Perrault (R.S.) H. T. Pratt (R.S.); J. F. Rogers (R.S.); W. E. Sarson (R.S.); W. C. Smart (R.S.); Thos. Smith (R.S.); T. E. Thompson; Edward Tyler (R.S.); G. B. Urquhart (R.S.) and L. L. Verdon (R.S.) all of Ottawa. The following were appointed sub-collectors of customs at the ports indicated: J. D. Doucet, Bathurst, N.S.; Bruno Therien (R.S.) (Nicolet) Sorel, Que.; G. W. Marlatt (Aylmer) St. Thomas, Ont.; L. A. McAllister (White Pass) White Horse, Y.T.; Capt. Jas. McLeod (Forty-Mile) Dawson, Y.T.; H. S. Manhard (Big Muddy) Moose Jaw.

Indian Affairs.—Wm. J. Cameron, Indian agent, Counties of Antigonish and Guysborough, N.S.

Immigration and Colonization.—John Henry Williamson, immigration inspector, Crystal Beach; Miss Gladys Elizabeth Marks, Div. 2B; Miss Inez Alma Ryan, Miss Annie Eunice Joad and Miss Margaret Veronica Tallon, Div. 2C.

Interior.—Gerald Wallace Brown, Miss Edith Isabel Cook and Annie Louise O'Connor, Div. 2C; Francis Henry Ringwood, timber inspector; Geo. Frederick Beardsley (R.S.) Div. 2B.

Labour.—Miss Ethel Harriet Beatrice Merifield and Miss Eleanor Dorothy Reid, Div. 2B.

Mines.—Grenville Barker Frost, Chemist, Explosives Div.; Miss Lenore K. McEvoy, Div. 2B.

Naval Service.—Thos. E. McLaughlin, Miss E. B. Sleeth and Ruth L. Coulter,

Div. 2C; Conrad Bourdeau, Div. 2B; John Franklin Tait (R.S.) fishery officer, Alert Bay district.

Post Office.—J. E. Marshall, railway mail clerk, Halifax district; R. H. Henderson (R.S.), letter carrier, Toronto; G. W. H. Beers, clerk, Charlottetown; A. M. Alexander (R.S.) clerk, Toronto; H. Fursedon, clerk, Toronto; John A. McKiggan, letter carrier, Sault Ste. Marie; Walter B. Coolen (R.S.) letter carrier, Chatham; Miss Lillian C. Howe, stenographer, Ottawa; Edward V. Kneebone (R.S.) letter carrier, Kitchener; Jno. Simpson (R.S.) letter carrier, Montreal; Harry William Pollard, letter carrier, Kitchener; C. H. Unwin (R.S.) clerk, Victoria; Angus McKay (R.S.) clerk, Victoria; Miss Lillian M. Cameron, clerk, Toronto; T. Battersby (R.S.); H. R. Baird (R.S.); C. Carlisle (R.S.); J. G. Stewart (R.S.); L. W. Derbal (R.S.) and R. Woffender (R.S.) letter carriers, Edmonton; Wm. Shields (R.S.) Robert Abbie, Patrick McGrath (R.S.) and G. H. Rorke (R.S.) letter carriers, Moose Jaw; E. E. Buchanan and J. E. Balcom (R.S.) railway mail clerks, Halifax district; G. F. Wield, A. R. Husband (R.S.) and T. P. Edmonds (R.S.) railway mail clerks, Toronto; T. C. Cavanagh (R.S.) and C. H. Jamieson (R.S.) letter carriers, Winnipeg; R. Illingworth (R.S.) letter carrier, Stratford; G. T. Bell, letter carrier, Edmonton; Emilien Corbeil, clerk, Montreal; Rodolphe Chaurette, clerk, Montreal; F. J. Bunch, clerk, Brandon; T. O'Connor, clerk, Calgary; J. H. Kelly, railway mail clerk, Ottawa; Archibald Bulman (R.S.) mail transfer agent, Vancouver; Miss Marie A. A. Trudel, and Mortimer Kaminsky, clerks, Ottawa; John Stremble (R.S.), C. R. White (R.S.), W. R. Smith (R.S.), H. W. Belbin (R.S.), H. W. Caulcott (R.S.), S. Mayes (R.S.), E. A. Clarke (R.S.), C. H. Rollings (R.S.), J. W. Whittaker (R.S.) and Charles Clarke (R.S.) letter carriers, Toronto; D. H. Essory, letter carrier, Charlottetown; Ernest T. Tucker (R.S.) letter carrier, Woodstock; Alfred Shatford, clerk, Regina; Jas. T. Uttley, clerk, Kitchener; Earl Cranney (R.S.), W. Miller (R.S.), A. P. Gaiger (R.S.), F. W. Harding (R.S.) and Thomas Kay (R.S.), letter carriers, Victoria, B.C.; A. Loveys, L. M. Robertson, John Robb, W. E. Rutter, E. Gillespie (R.S.), Thos. Hogg (R.S.) R. E. Jones (R.S.) W. P. Taylor (R.S.) and E. R. N. Addy (R.S.) clerks, Toronto.

Promotions

Customs.—Chas. H. Read, to sub-collector of Customs, Leamington, Ont.; Andrew Carmichael, to senior clerk of Customs, Edmonton; W. S. Drinkwater, to senior clerk of Customs; Toronto; Wallace H. Montgomery, to deputy collector Inland Revenue Div. Kingston.

Justice.—John Duncan Clarke, to chief of Clemency Branch.

Post Office.—Belleville: J. R. Lang and Jas. V. Truash, to Class 2A. Brantford: J. L. Cobden, letter carrier, to B. Calgary: Sydney Alex. Dow to Class 2A. Chatham: G. D. Holmes, letter carrier, to E. Edmonton: Wm. E. Scott and Annie M. Crough to 2A; Alex. R. McKenzie to 1B; Lawrence Jones to 2B; Chas. T. Hutchinson, David G. Henderson and Thomas Meadows to 3A. Fort William: Jas. McNeill to Class 3A. Halifax: L. M. Stewart to 2A. Hamilton: Thomas H. Thompson and T. J. M. Monogue, letter carriers to B; W. J. Fletcher,

porter, to C; Jno. Wherry, letter carrier to E; C. E. Fickley, letter carrier to C; Archibald F. McCowell, Robert Curliiss Pettigrew and Mrs. Helena J. Flache to Class 2A. Kitchener: W. E. B. Sole, letter carrier to B; Henry Unger Clemens to Class 2A. Lethbridge: Clarence Holt, Vernon A. Redmond, Alex. Gordon Oliver, Frank J. Colman to 3A; C. J. Edwards, letter carrier to B. Lindsay: Cyril Moore to Class 3A; Jno. Murphy to Class 2B. London: F. Featherstone, letter carrier to C; C. Parkin, H. R. Leigh and L. Steele, letter carriers, to B; Lillian H. Strong to Class 2A. Medicine Hat: Wm. T. Lemon, Walter S. Lovett and Arthur L. Horton to 3A. Montreal: Miss L. A. Murray, Miss Madge A. Cantwell, Edouard Flamand, Abraham Palin, Harry Vechsler, C. H. Francis, Anselme Gareau, H. J. Searle, J. B. Demers, Romeo Cadieux and Michel Cadorette to Class 2A; Anselme Benoit and Henri Lemay, letter carriers, to E; J. O. Lecompte, Arthur Jobin and Ed. Guevremont, letter carriers, to D; W. H. Patterson and M. Mandeville, porters, to E; Jules Frankel, porter, to D. Moosejaw: Ethel M. S. Wright to 2A. Niagara Falls: Geo. Lewis Burley and Jno. Robert Montague to Class 3A. Ottawa: Veronica I. Whitelaw, Luella F. Graham, Theresa G. Nagle and Florence Castonguay to Class 3A; H. P. Boyer, letter carrier, to D; H. J. Townsend and W. J. Calladine, letter carriers, to C; R. T. Clarke, porter, to E; G. H. C. French and P. E. Bergeron, porters, to D; R. H. Wiles and R. A. Mitchell, porters, to C. Portage La Prairie: Jno. A. MacDonald and Ed. Bulley to Class 3A. Prince Albert: Thos. F. Pickering, Herbert L. Doyle and Alfred F. Thibeault to Class 3A. Quebec: Albert Bernie, P. C. Leclerc, J. E. Vezina and J. T. Fournier, letter carriers, to E; Paul Leclerc to Class 2B. St. John: H. A. Steele and G. C. Cossman to Class 2B; J. S. Grant, letter carrier, to D. Saskatoon: Leslie S. Cummings to Class 2B; Frederick D. Stewart to Class 1B. Sault Ste. Marie: R. W. H. Hudson, letter carrier, to B. Stratford: J. Slater, letter carrier, to C. Toronto: Jos. Patrick McKerry, Walter O'Hagan and Miss Mary Hopkins to Class 2A; Miss Elsie Clark to Class 2B; Roy Williams and C. W. King, letter carriers, to E; A. J. Maindonald, A. L. Harris, A. G. Caspar, John Charles Gamble and D. J. A. Conn, letter carriers, to D; John McBride, E. Davey, Geo. Dowling, A. Syrett and E. Calder, letter carriers, to C; Geo. Hine, porter, to E; Geo. F. Greenwood, porter, to D; J. F. Giles, W. S. Park, H. R. Barton, R. J. Trencar, Miss R. F. McIntyre and John Wear, porters, to C; Thos. J. Shea, Robert Downey Ennis, Earl LeRoy Rice, Geo. Rowe and Ambrose J. Dwyer to Class 2A. Three Rivers: Jos. D. E. Toupin, to Class 2A; Elzear Trempe and Raoul Rivard, to Class 3A. Woodstock: Stuart C. Rennie, to Class 2B. Vancouver: Lillian Greenfield and Joanna Stewart Orr to 2A.

Public Works.—H. J. Lamb to Supt. Engineer.

Trade and Commerce.—C. S. V. Hawkings to Div. 1D.

Transfers

D. O'Sullivan, from railway mail clerk, Halifax district, to 1st Class clerk in office of Railway Mail Service, Halifax, P. O. Department.

Capt. Geo. Ed. Livingstone Robertson, from Agent of Department of Marine, Victoria, B.C., to Supt. of Pilots, Ottawa.

Successful Candidates

The following appointments to the positions indicated have been made as the result of special examinations:

Fruit Inspector for Western Ontario District, Agriculture Dept., salary, \$2,000 per annum, J. R. Hastings, Winona, Ont.

Officer, Poultry Division, New Brunswick, Agriculture Dept., salary \$1800 per annum, G. R. Wilson, Merrickville, Ont.

Indian Agent for Cape Croker Agency, Cape Croker, Ont., Indian Affairs Dept., \$900 per annum, with free house and office, R. G. Garland, Vankleek Hill, Ont. (R.S.)

Assistant Astronomer, Dominion Astronomical Observatory, Interior Dept., salary, \$1800 per annum, J. P. Henderson, Toronto, Ont.

Petroleum Engineer, Mining Lands and Yukon Branch, Interior Dept., salary, \$2,700 per annum, Stanley Eades Slipper, High Prairie, Alta.

Assistant in Cereal Division, Experimental Farm, Ottawa, salary, \$1700 per annum, J. G. C. Fraser, Quebec, P.Q. (R.S.)

Assistant to Superintendent, Experimental Farm, Fredericton, N.B., salary, \$1400 per annum, E. M. Taylor, Fredericton, N.B.

Congressmen's Rake-off for Clerk Hire Eliminated

Criticism in Congress of federal employees for accepting outside work after office hours reacted so strongly that the house of representatives was forced to a radical change in the manner of paying congressmen lump sums from the United States treasury for their clerk hire.

Instead of putting into the hands of each representative \$3,200 a year for clerk hire in addition to his \$7,500 a year congressional salary and an allowance of 20 cents a mile on his trips from his home to Washington and return, the house adopted an amendment to the District of Columbia appropriation bill which calls for the payment of the \$3,200 a year to the congressmen's clerks direct.

It has been an open secret for many years here that no small number of congressmen have one-way pockets, and that a fish-hook lining kept the clerk hire allowance that entered them intact. Even when congressmen were getting \$1,500 a year clerk hire, instead of the present \$3,200, some of the congressmen made money on it.—U. S. Civil Service News.

Arthur Young and Company, the Chicago firm which is at present completing for the Dominion Government a classification of the Federal Civil Service, have been retained by the City of Montreal to establish a classification scheme for that city's employees. The experts have been given a free hand by the Adminis-

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trative Commission and will study a project and report their findings and suggestions, in time it is expected to allow the commissioners to prepare next year's budget accordingly.

The U. S. Reclassification Commission has been given more funds. The Sundry Civil bill as it passed the Senate provides for a fund of \$65,000 for the continuance of the work of the Joint Congressional Commission on Reclassification of Salaries in the Government service. The House provided \$25,000 for the Reclassification Commission. If the \$65,000 is retained by the conferees, the Commission, according to Secretary Edward Keating, will be able to submit its complete report on the 105,000 government positions in the District of Columbia by January, 1920, as provided by law. An earnest demand for extension of the Commission's work to the field, where there are 370,000 federal employees in the various services in all parts of the country, has been made by local unions of the National Federation of Federal Employees, and it is recognized generally that reclassification is as much needed in the field as in the District of Columbia. According to a member of the Commission, Senator Spencer of Missouri, it is the sentiment both of the Commission and of Congress, that the work be nearly completed for the District of Columbia before the larger field is undertaken, but it is expected that provision will eventually be made for covering the entire field of government employment, not only the District of Columbia.

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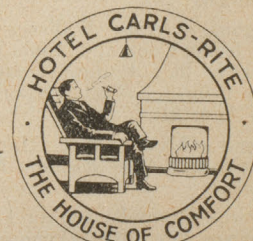
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